PRIVACY NOTICE FOR JOB APPLICANTS

1. Purpose and Identity of the Data Controller

This Privacy Notice for Job Applicants has been prepared in order to fulfill the obligation to inform regarding the processing of your personal data by ÇALIK HOLDİNG ANONİM ŞİRKETİ ("**Çalık Holding**" or the "Company"), acting as the data controller identified below, in accordance with Article 10 of the Law on the Protection of Personal Data No. 6698 ("Law") and the Communiqué on the Procedures and Principles to be Followed in Fulfilling the Obligation to Inform.

Your personal data may be processed by Çalık Holding, located at **Büyükdere Caddesi No:163 34394 Zincirlikuyu, Şişli-İstanbul**, acting in its capacity as the data controller, in accordance with the Law, for the purposes set out below and in a manner that is relevant, limited and proportionate to such purposes, as received by our Company, while ensuring the accuracy and up-to-dateness of your personal data.

2. Categories of Personal Data and Purposes of Processing

Your personal data may be processed in accordance with the fundamental principles set out in the Law and within the personal data processing conditions specified in Articles 5 and 6 of the Law, in connection with and limited to the following purposes: evaluation of job applications; collection and archiving of applications; contacting candidates for the scheduling of interviews; planning and execution of human resources processes; assessment of suitability for the position; placement; and carrying out the necessary processes for recruitment. Such data may be processed in electronic and physical environments through automated or non-automated means.
The personal data processed within the scope of this Privacy Notice, along with the purposes of processing and the relevant categories of personal data, are set out in the table below.

Personal Data Category	**Identity Information** Name, surname, marital status, date of birth, nationality
Purpose of Processing Personal Data	Planning of human resources processes; ensuring the management of application processes of job applicants; providing necessary notifications for recruitment processes; evaluating the job applicant for the position applied for during the recruitment process; managing the process and organizing meetings and interviews with the job applicant; enabling the human resources department to carry out the necessary activities related to the recruitment process; ensuring technical, legal, commercial, and operational security of the Company and the relevant persons with whom the Company has a business relationship; and planning communication activities.

Personal Data Category	**Contact Information** Phone number, residential address, e-mail address
Purpose of Processing Personal Data	Planning of human resources processes; ensuring the management of job application processes; providing necessary notifications for recruitment processes; evaluating the job applicant for the position applied for during the recruitment process; managing the process and organizing meetings and interviews with the job applicant; enabling the human resources department to carry out the necessary activities related to the recruitment process; ensuring technical, legal, commercial, and operational security of the Company and the relevant persons with whom the Company has a business relationship; and planning communication activities.

PRIVACY NOTICE FOR JOB APPLICANTS

Personal Data Category	**Professional Experience** Diploma information, courses attended, professional training information, certificates, educational background, transcript information, education and skills, curriculum vitae (CV)
Purpose of Processing Personal Data	Ensuring the organization of work related to the job applicant; determining the duties and authorities of the employee within the Company's activities; effective management of personnel; determining and managing fringe benefits such as bonuses, incentives, transportation, company vehicle allocation, and meal benefits; and fulfilling obligations arising from employment contracts and applicable legislation.
Personal Data Category	**Visual and Audio Data** Photograph, online interview recordings
Purpose of Processing Personal Data	Conducting job applicant interviews; carrying out human resources activities and planning related processes; and evaluating candidate applications.
Personla Data Category	**Physical Premises Security** Entry and exit log records, camera recordings
Purpose of Processing Personal Data	Ensuring physical premises security; providing information to authorized persons, institutions, and organizations; and maintaining and monitoring visitor records.
Special Categories of Personal Data	**Health Information** Information regarding disability status; information regarding the general health condition of the job applicant
Purpose of Processing Personal Data	Taking necessary measures within the scope of occupational health and safety obligations; carrying out job applicant evaluation processes; planning human resources processes; and determining appropriate positions and working conditions for the job applicant.
Personal Data Category	**Other** Military service status information; job interview and evaluation form results
Purpose of Processing Personal Data	Planning of human resources processes; ensuring the management of job application processes of candidates; and enabling the human resources department to carry out the necessary activities related to the recruitment process.

PRIVACY NOTICE FOR JOB APPLICANTS

3. Parties to Whom Perosnla Data is Transferred and Purposes of Transfer

Your collected personal data, and your special categories of personal data if you choose to share them, may be transferred by the Company in accordance with the fundamental principles set out in the Law No. 6698 and within the conditions specified in Articles 8 and 9 of the Law, for the purposes set out in Article 2 of this Privacy Notice. Such data may be transferred domestically and, based on your explicit consent, internationally due to the fact that the infrastructure servers of the electronic systems used and the cloud service provider are located abroad, as well as where the applied position or the Company's affiliate is located abroad.

Personal Data Category	**Identity Information** Name, Surname, marital status, date of birth, nationality
Domestic Transfer	Authorized public institutions and organizations and group companies
International Transfer	Personal data is transferred abroad.

Personal Data Category	**Contact Information** Phone number, residential address, e-mail address
Domestic Transfer	Authorized public institutions and organizations and group companies
International Transfer	Personal data is transferred abroad.

Personal Data Category	**Professional Experience** Diploma information, courses attended, professional training information, certificates, educational background, transcript information, education and skills, curriculum vitae (CV)
Domestic Transfer	Authorized public institutions and organizations and group companies
International Transfer	Personal data is transferred abroad.

Personal Data Category	**Visual and Audio Data** Photograph, online interview recordings
Domestic Transfer	Authorized public institutions and organizations and group companies
International Transfer	Personal data is transferred abroad.

Personal Data Category	**Physical Premises Security** Entry and exit log records, camera recordings
Domestic Transfer	Authorized public institutions and organizations
International Transfer	Personal data is not transferred abroad.

Special Categories of Personal Data	**Health Information** Information regarding disability status; information regarding the job applicant's general health condition
Domestic Transfer	Authorized public institutions and organizations
International Transfer	Personal data is not transferred abroad.

Special Categories of Personal Data	**Other** Military service status information; job interview and evaluation form results
Domestic Transfer	Authorized public institutions and organizations
International Transfer	Personal data is not transferred abroad.

4. Methods of Collecting Personal Data and Legal Basis

Your personal data may be collected by the Company, based on the legal grounds set out in Article 5 of the Law, namely "that the processing of personal data of the parties to a contract is necessary, provided that it is directly related to the establishment or performance of a contract" and "that processing is necessary for the legitimate interests of the data controller, provided that it does not harm the fundamental rights and freedoms of the data subject." Such data may be obtained directly from the data subject through job applications and CV submissions, as well as indirectly through third parties, employment platforms and service providers, or from information made public by the job applicant, through automated or non-automated means.

In line with the purposes set out above, your health data, which is defined as special categories of personal data under Article 6 of the Law, may be processed during job applications, interviews, and recruitment processes, based on the legal ground set out in the same Article, namely that "processing is necessary for the fulfillment of legal obligations in the fields of employment, occupational health and safety, social security, social services, and social assistance.

In addition, where you provide your explicit consent, your personal data and special categories of personal data processed by Çalık Holding will be retained for a period of 2 years for the purposes set out above, in order to contact you in case of suitable vacancies and to evaluate your application for relevant positions.

PRIVACY NOTICE FOR JOB APPLICANTS

5. Your Rights as a Data Subject and the Exercise of These Right

Pursuant to Article 11 of the Law, we inform you that, as data subjects, you have the following rights:

- To learn whether your personal data is being processed,
- To request information regarding your personal data if it has been processed,
- To learn the purpose of the processing of your personal data and whether it is used in accordance with its purpose,
- To know the third parties to whom your personal data is transferred, whether domestically or abroad,
- To request the correction of your personal data if it is processed incompletely or inaccurately, and to request that the transactions carried out in this context be notified to third parties to whom your personal data has been transferred,
- To request the deletion or destruction of your personal data in the event that the reasons requiring its processing cease to exist, even though it has been processed in accordance with the Law and other relevant legal provisions, and to request that the transactions carried out in this context be notified to third parties to whom your personal data has been transferred,
- To object to the occurrence of a result against you by means of the analysis of processed data exclusively through automated systems,
- To request compensation for damages in case you suffer damage due to the unlawful processing of your personal data.

With respect to your requests regarding the rights listed above, you may submit your request petition, provided that it complies with the procedure set out in Article 5 of the Communiqué on the Principles and Procedures for Application to the Data Controller, by delivering it in writing with a wet-ink signature by hand to our Company's headquarters located at Büyükdere Caddesi No:163 34394 Zincirlikuyu, Şişli-İstanbul, by sending it through a notary public, by sending it electronically with a secure electronic signature via our registered electronic mail (KEP) address at calikholding@calikholding.hs03.kep.tr, or by sending it to our Company via kisiselveri@calik.com, provided that your e-mail address is registered in our systems.

Unless required by the position you are applying for, we kindly request that you do not include any special categories of personal data in the CV information you submit to our Company, and that you refrain from sharing such data during interviews, as such interviews may be recorded. Otherwise, please be informed that your special categories of personal data will be processed within the scope of this Privacy Notice, based on the legal ground set out in Article 6 of the Law, namely that the personal data has been made public by the data subject and is processed in line with the intention of such disclosure.

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