

# "CLAAS Job Portal" Privacy Information

Version: 15.01.2024

The following Privacy Information document outlines how CLAAS KGaA mbH ("CLAAS KGaA") processes your personal information within the scope of the CLAAS job portal.

## A. General Privacy Information

### I. Name and Contact Details for the Controller

Controller is:

*CLAAS KGaA mbH  
Mühlenwinkel 1  
33428 Harsewinkel  
Germany  
infoclaas@claas.com*

### Name and contact details for the controller's UK representative

Controller's UK representative is:

*Trevor Tyrrell  
c/o CLAAS UK Ltd.  
Saxham, Bury St. Edmunds, Suffolk, IP28, 6QZ  
United Kingdom*

### II. Contact Details for the Data Protection Officer

The Data Protection Officer can be reached at:

*CLAAS KGaA mbH  
Data Protection Officer  
Mühlenwinkel 1  
33428 Harsewinkel  
Germany  
group.dpo@claas.com*

### III. Storage Period

We store your personal data exclusively for as long as the storage is necessary to achieve the purpose of their collection or processing. We store your data for the duration of the business relationship, insofar as such storage is necessary. This particularly includes contract initiation and execution.

In addition, we store your personal data insofar and as long as this is necessary to fulfil contractual or statutory obligations. We process your data in this manner in order to comply with verification and retention requirements for commercial or tax law purposes.

If the data is no longer required in compliance with contractual or statutory obligations, it will be deleted on a regular schedule, unless you have given us consent to process your data and/or such further processing is necessary due to our legitimate interests, such as, for customer winback, for defense against legal claims in litigation. When processing data to defend against legal claims in litigation, the storage period is also based on the statutory periods of limitation (e.g. under civil law and product liability law). In this case, processing will be restricted, i.e., restricted to the minimum extent necessary for this purpose and blocked for other purposes.

The above does not apply if something different is described in the Special Privacy Information document.

#### **IV. Categories of Recipients**

- 1. Carefully selected service providers.** Service providers commissioned by us who support us in implementing the business relationship are given access to the data. These include companies within the categories of hosting providers; software as service; email services; IT services (e.g. maintenance and support, data migration); consulting; service providers in the context of first, second, and third level support; telecommunications; tracking service providers. Furthermore, if additional categories of service providers are used, these can be found in the respective Special Privacy Information documents.
- 2. Transfers to third parties.** In addition, we will forward your data to third parties if statutory or contractual provisions allow and/or you have provided your consent for this. Under this condition, the data can be forwarded to the following categories of recipients: public authorities and institutions (e.g., public prosecutor's office, police, tax authorities, data protection supervisory authorities) for executing official inquiries, insofar as this is in your interest or insofar as we are legally obliged to do so. The legal basis is Art. 6 (1)(1)(f) or (c) GDPR.
- 3. Data transmission within the CLAAS Group.** We will transmit your data to other companies within the CLAAS Group or will grant them access to your data. Insofar as this takes place for administrative purposes, it is based on protecting our legitimate interest in internal administrative purposes and corporate reporting. The legal basis is Art. 6 (1)(1)(f) GDPR. Insofar as such is necessary for initiating a contract at your direction or for fulfilling contractual obligations or is carried out with your consent, the legal basis is Art. 6 (1)(1)(b) GDPR or Art. 6 (1)(1)(a) GDPR. Insofar as we have the legal right to do so, the legal basis arises from Art. 6 (1)(1)(c) GDPR. For information about any further disclosure to third parties, please see the Special Privacy Information.

#### **V. Transmission to Third-Party Countries**

Insofar as we transmit your personal data ourselves or through service providers to countries outside the European Union, we comply with the special requirements of Art. 44 et seq. GDPR and also obligate our service providers to adhere to these same regulations. We will therefore only transmit your data to countries outside the European Union subject to the level of protection guaranteed by the GDPR. This level of protection is guaranteed in particular via an "adequacy decision" adopted by the EU Commission or via suitable guarantees in accordance with Art. 46 GDPR.

Data is transmitted to third-party countries (countries outside the EU or the European Economic Area (EEA)), for example, insofar as this

- is necessary for fulfilling a contract to which you are a party, or for fulfilling your requests.
- is necessary for protecting our legitimate interests.
- is required by law or you have provided your consent.
- is carried out as part of data processing upon engagement of service providers.

Insofar as the EU Commission has not issued a decision for a level of data protection equivalent to the European data protection requirements for the country in question, we shall ensure through appropriate contracts that your rights and freedoms are adequately protected. Such a stipulation ensures that the recipient of the data has an adequate level of data protection, in particular through the stipulation of contractual clauses of the European Union with the recipient, called "EU standard contractual clauses." Otherwise, we are also permitted to transmit data based on your express consent. **You can withdraw your consent at any time with effect for the future (cf. Section A.VII).** We will provide you with more detailed information free of charge upon request using the contact details provided above.

If we base data processing by recipients without an adequate level of data protection solely upon your consent, we point out that the following risks exist: There may not be sufficient regulations to adequately protect your personal data; there is no data protection supervisory authority; enforcing your data protection rights is difficult or outright disregarded; there is no control over further processing and transmission of this data to third parties.

Additional information can be found in the Special Privacy Information document.

## **VI. Obligation to Provide Personal Data**

Unless otherwise specified in the Special Privacy Information document, you are neither legally nor contractually obliged to provide your data.

## **VII. Rights of Data Subjects**

In accordance with Art. 15 GDPR, you have the right to **access** the data stored about you. In accordance with Art. 16 GDPR, you have a right to **rectification** if incorrect personal data about you has been processed. If the legal requirements are met, you can request **deletion** or **restriction of processing** and likewise, you can **object** to the processing of data (Art. 17, 18, and 21 GDPR). According to Art. 20 GDPR, you can assert the right to **data portability** for data that is processed automatically on the basis of your consent or a contract with you.

### **Information about Your Right to Object according to Art. 21 GDPR**

1. You have the right to object at any time for reasons arising from your particular situation to the processing of your personal data, which is based on Art. 6 (1)(1)(f) GDPR (data processing based on a balancing of interests).

If you file an objection, CLAAS KGaA will no longer process your personal data unless CLAAS KGaA can demonstrate compelling legitimate reasons for such processing that outweigh your interests, rights, and freedoms, or the processing serves to assert, exercise, or defend legal claims.

2. CLAAS KGaA processes your personal data in order to conduct direct marketing actions. You have the right to object to the processing of your data for the purpose of such advertising at any time.

If you object to processing for direct marketing purposes, CLAAS KGaA will no longer process your personal data for these purposes.

The objection can be made without using any kind of form and should be addressed to:

[privacy@claas.com](mailto:privacy@claas.com)

### **Right to Withdraw Your Consent according to Art. 7 (3) GDPR**

If you have given your consent to having your personal data processed, you have the right to withdraw your consent at any time. Withdrawing your consent does not affect the lawfulness of any processing conducted based on your consent before it was withdrawn.

Withdrawal of consent does not require a form. It should preferably be directed at [privacy@claas.com](mailto:privacy@claas.com). If CLAAS KGaA provides additional options for asserting your wish to withdraw your consent, you will be informed of this in the Special Privacy Information document.

**You can assert your rights toward CLAAS KGaA using the contact information listed under Section A.II, however, preferably via [privacy@claas.com](mailto:privacy@claas.com).**

If you believe that a processing of data violates data protection law, you have the **right to lodge a complaint** with a data protection supervisory authority of your choice (Art. 77 GDPR).

Of course, you can also make your complaint to the CLAAS Data Protection Officer at any time ([group.dpo@claas.com](mailto:group.dpo@claas.com)).

If you assert the rights of the data subject under data protection law, we will process your data in order to fulfill our legal obligations in accordance with Art. 6 (1)(1)(c) GDPR in conjunction with Art. 15-22 (12) (3-6) and Art. 7 (3) GDPR. This includes the processing of your data for the purpose of clearly identifying the individual concerned in the data processing, the request for additional information in order to confirm your identity. We forward the data of individuals concerned to the recipients of the data within the meaning of Art. 19 GDPR, insofar as requests for the correction of data, the deletion of data, or the restriction of processing (Art. 16, 17 (1, 18) GDPR) are concerned and insofar as this is necessary in order to effectively implement your rights (Art. 6 (1)(c, f) GDPR) and to notify you as the individual concerned (Art. 12 GDPR). We do this based on our legal obligation according to Art. 12 (6) GDPR.

## **B. Special Privacy Information: Provision of Our Website For The Public**

### **I. Provision of Our Website For The Public**

When you use of the website for information purposes only, i.e. when you are not registered or otherwise transfer information to CLAAS KGaA (e.g. via a contact form), CLAAS KGaA will only collect that personal information which your browser transfers to our server. Data collection is a technical requirement for displaying the website to you. The legal basis for this is Art. 25 para. 2 of the German Telecommunications Telemedia Data Protection Act (TTDSG) in conjunction with Art. 6 (1)(1)(b) GDPR. Storage in log files past your visit to a page is required to ensure the performance of the website and the security of the information technology systems. The legal basis for this data processing is Art. 6 (1)(1)(f) GDPR. The collection of data for the provision of the website and the storage of the data in log files is absolutely necessary for the operation of the website. Consequently, there is no possibility for the user to object. The aforementioned purposes also form the basis for our legitimate interest in data processing.

The following categories of data collected when you visit the website:

- usage and traffic data, technical documentation and logged data, e.g.
  - date and time of access
  - timezone difference to Greenwich Mean Time (GMT)

- IP address
- host name of the accessing computer
- website from which the website was called up
- website that was called up from the website (content of the request)
- pages visited on the website
- notice of whether or not the request was necessary
- size of data transmitted
- information on the browser type, language, and version used
- operating system

These data are deleted as soon as they are no longer required for the purposes for which they were collected. For the provision of the website, these are deleted when the respective session has ended. Storage of data together with other personal information does not occur.

## II. Use of services (e.g. cookies, analytical and remarketing tools)

CLAAS uses services (e.g. cookies, analysis tools and remarketing tools) on this website. CLAAS uses these services to store information on your device (e.g. in your browser) and/or access information that is already stored on your device. This information may include personal data as well as data that is not related to a specific person. Where applicable, after storing or accessing the information, personal data may be processed further in accordance with your choice of category.

CLAAS uses services in the following categories:

- Technically necessary
- Additional functions
- Marketing Cookies

For more information, see “Cookie Consent Manager” in the footer of the website <https://recruiting.claas.com/v>

If the use of the service (i.e. storing information on your device and/or accessing information stored on your device) is required for a technical reason, Art. 25 para. 2 of the German Telecommunications Telemedia Data Protection Act (TTDSG) in conjunction with Art. 6(1 b, c, f) GDPR forms the lawful basis. This information may include personal data as well as data that is not related to a specific person. If, after storing or accessing the information, personal data relating to you is processed, this processing is performed only if this is required

- for performance of a contract where you are a party to the contract (Article 6(1b) GDPR) or
- by law (Article 6(1c) GDPR)
- to safeguard our legitimate interests (Article 6(1f) GDPR).

### **You have the option to deactivate or restrict cookies at any time via your browser settings.**

The legal basis for the use of the services (i.e. storing information on your device and/or accessing information stored on your device) in the categories Additional functions and Marketing Cookies is Section 25 para. 1 sentence 1 of the German Telecommunications Telemedia Data Protection Act (TTDSG) in conjunction with Art. 6(1a) GDPR, subject to your consent. This information may include personal data as well as data that is not related to a specific person. If, after storing or accessing the information, personal data relating to you is processed in accordance with your choice of category, this processing is performed on the basis of Art. 6(1a) GDPR, subject to your consent. Revoking your consent does not affect the legality of storing information on your device and/or accessing information on your end device or the further processing of personal data in accordance with your choice of category that has been performed with your consent. Your consent is voluntary.

You can revoke your consent or make changes to your data protection settings via "Cookie Consent Manager" in the footer of the website <https://recruiting.claas.com/>.

Your consent is valid for six months. After this time, we shall ask you to reconfirm your consent. We shall also ask you to reconfirm your consent by displaying the cookie banner if new services are added to this website or if services change such that renewed consent is required in order to be able to continue to implement the services (e.g. changes of purpose).

Please note that your individual browser settings can potentially prevent your settings (e.g. your consent) from being saved long-term and we shall ask you to reconfirm your consent each time you visit our website.

## **C. Special Privacy Information: Provision of Special Functions and Services for Registered Users**

### **I. Provision of a User Account**

#### **1. Registration Process**

Registration is required for you to apply for open positions within CLAAS KGaA or a company within the CLAAS Group on the CLAAS job portal. The legal basis for the processing of data for the purpose of registration is Art. 6 (1)(1)(b) GDPR.

During registration, CLAAS KGaA processes personal identifying information (e.g. first and last name) and contact information (e.g. e-mail address) as well as your electronic identification information (e.g. your username [e-mail address] and password) and your country/region. Your username and password will later be your login data. However, your password cannot be accessed by CLAAS KGaA and is stored encrypted on the server of the user account. The information required for registration is indicated as required. You can change your password in your user account under "Settings." CLAAS uses your e-mail address to send you system-relevant e-mails (e.g. announcement of deletions, information about updated data protection information).

If you are recommended by an agency (e.g. headhunter), CLAAS KGaA will receive your personal identifying information (e.g. first and last name), contact information (e.g. e-mail address) as well as your country/region from your managing agency.

You can delete your user account at any time under "Candidate Profile." If you delete your registration, all data stored in your user account (including open applications) will be deleted. Your user account will then no longer be available. In this case, active job applications will not be further considered. If your application is already in a "cancellation status", your candidate profile and your application will be deleted 6 months after rejection or acceptance.

If the account is inactive for 6 months from your last login, your user account will be deleted and/or anonymized and will no longer be available, unless there is still an active application for a position for which you have applied. In this case, your candidate profile will be deleted and your user account will become unavailable 6 months after rejection or acceptance.

#### **2. Login Process**

When you log in with your login data, CLAAS KGaA will verify whether you are a registered user. In doing so, CLAAS KGaA processes technical log and documentation data. Following successful verification, you will have access to the protected area of the website. Insofar as the authorized user logs in, the data processing for this is based on Art. 6 (1)(1)(b) GDPR. If unauthorized users attempt to log in, Art. 6 (1)(1)(f) GDPR is the legal basis. We consider it our legitimate interest to secure our online offer, to verify users, and to deny access to third parties.

### **3. Reset Password**

If you have forgotten your password, you can reset your password using the "Forgot Password?" function. To do so, you must enter your e-mail address. This is so that we can ensure that you are in fact the registered user asking to reset your password. When resetting your password, we process the following personal information: electronic identifying data (e-mail address, password) as well as technical log and documentation data. Insofar as authorized users reset their password, Art. 6 (1)(1)(b) GDPR is the corresponding legal basis. Insofar as unauthorized users attempt to log in, Art. 6 (1)(1)(f) GDPR is the legal basis. We consider it our legitimate interest to secure our online offer, to verify users, and to deny access to third parties.

## **II. Provision of Services for Registered Users**

### **1. Maintaining Your Candidate Profile**

In your user account, you have the option of updating your candidate profile to apply for positions at CLAAS Group companies without having to reenter your information for each application and to share your candidate profile with recruiters at CLAAS Group companies (cf. Section C I.2). In this context, we process personal identifying information (e.g. first and last name, address), contact information (e.g. e-mail address, phone number) as well as data for initiating the employment contract (e.g. resume). The legal basis for such data processing is Art. 6 (1)(1)(b) GDPR.

Insofar as you do not consent to your data being viewed and processed by other recruiters within the CLAAS Group (cf. Section B.I.2), your candidate profile will only be visible to recruiters responsible for positions to which you have applied. When you create a candidate profile but have not applied for a position, your profile will not be visible to any recruiters, unless you have shared your candidate profile with recruiters within CLAAS Group companies (cf. Section I.2).

If you are recommended by an agency (e.g. headhunter), CLAAS KGaA will receive your personal identifying information (e.g. first and last name), contact information (e.g. e-mail address) as well as your country/region and data for initiating the employment contract from your managing agency.

You can change your information at any time under "Candidate Profile." In applications that have already been sent, your data will not be changed automatically.

You also have the option of deleting your candidate profile. If you delete your candidate profile, you also delete your user account. Your data (including open applications) will be deleted. Your user account will then no longer be applicable. In this case, active job applications will not be further considered. If your application is already in a "cancellation status", your candidate profile and your application will be deleted 6 months after rejection or acceptance.

If the account is inactive for 6 months<sup>1</sup> from your last login, your candidate profile will be deleted and your user account will no longer be available, unless there is still an active application for a position to which you have applied. In this case, your candidate profile will be deleted and your user account will become unavailable as it is described in Section C. II. 5.

### **2. Sharing Your Candidate Profile with Additional Recruiters within the CLAAS Group**

#### **a) CLAAS Group Companies World Wide**

If you consent to your candidate profile being used not just within the scope of the selection process for a specific position, but also to it being considered for other possible openings across all CLAAS

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<sup>1</sup> **France:** If you have indicated France as "Country/Region of Residence": 24 months;

**Italy:** If you have indicated Italy as "Country/Region of Residence": 12 months

**USA/Canada:** If you have indicated USA/Canada as "Country/Region of Residence": 24 months

companies worldwide<sup>2</sup> and to being contacted by these, CLAAS KGaA will share your personal information with all CLAAS companies worldwide. The legal basis for processing your personal information is Art. 6 (1)(1)(a) GDPR.

Your consent expressly includes the transfer of your personal data to these countries in accordance with Art. 49 (1)(1)(a) GDPR, cf. Section A. V.

If you are under 18 years of age, your legal guardians must provide their consent. Further information is available in the terms of use.

You can withdraw your consent in your user account candidate profile, under "Search Options and Data Protection," by indicating that only the recruiter responsible for the position for which you have applied may view your candidate profile, or selecting another option.

We will process technical documentation and log data to document your consent. Legal basis for processing such data is Art. 6 (1)(1)(c) GDPR and Art. 6 (1)(1)(f) GDPR. Our legitimate interest consists in being able to verify your consent.

Your candidate profile will be deleted according to Section C. II. 1. and is then no longer available for CLAAS companies worldwide.

### 3. Position Notifications

If you consent to receiving job posting notifications, CLAAS KGaA will notify you via e-mail of newly posted positions within CLAAS Group companies. The legal basis for processing your personal information is Art. 6 (1)(1)(a) GDPR.

If you are under 18 years of age, your legal guardians must provide their consent. Further information is available in the terms of use.

You can withdraw your consent in your user account candidate profile, under "Job Posting Notifications."

We will process technical documentation and log data to document your consent. Legal basis for processing such data is Art. 6 (1)(1)(c) GDPR and Art. 6 (1)(1)(f) GDPR. Our legitimate interest consists in being able to verify your consent.

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<sup>2</sup> **Argentina:** CLAAS Argentina S.A. Ruta Nacional 34 Santa Fe KM 255, CP 2322 Sunchales; **Brazil:** CLAAS América Latina Representação Ltda. Rua Dom Pedro II 478 Bairro São João Rio Grande do Sul CEP 90550-140 Porto Alegre; **China:** CLAAS Agricultural Machinery (Shandong) Co. Ltd. North Sanzhen Road 13 Shandong 261500 Gaomi; CLAAS Agricultural Machinery Trading (Beijing) Co. Ltd. No 37 Maizidian Street Sunflower Tower Chaoyang District 100125 Beijing; **Germany:** CLAAS Saulgau GmbH, Zeppelinstr. 2 88348, Bad Saulgau; CLAAS Vertriebsgesellschaft mbH, Benzstr. 5, 33442 Herzebrock-Clarholz; CLAAS Service and Parts GmbH, Mühlenwinkel 1, 33428 Harsewinkel; CLAAS Selbstfahrende Erntemaschinen GmbH, Mühlenwinkel 1, 33428 Harsewinkel; CLAAS Industrietechnik GmbH, Halberstädter Str. 15-19, 33106 Paderborn; CLAAS Global Sales GmbH, Mühlenwinkel 1, 33428 Harsewinkel; CLAAS Material Handling GmbH, Mühlenwinkel 1, 33428 Harsewinkel; CLAAS KGaA mbH, Mühlenwinkel 1, 33428 Harsewinkel; CLAAS E-Systems GmbH, Sommerkämpfen 11, 49201 Dissen am Teutoburger Wald; 365FarmNet GmbH, Hausvogteiplatz 10, 10117 Berlin; **France:** Usines CLAAS France S.A.S., Route de Thionville, 57140 Woippy; CLAAS France S.A.S., Chemin des Grands Prés du Gué, 28320 Ymeray; CLAAS Tractor S.A.S., 31 Avenue Pierre Piffault, 72027 Le Mans; CLAAS Réseau Agricole S.A.S., Chemin des Grands Prés du Gué, 28320 Ymeray; 365 FarmNet France S.A.S., Chemin des Grands Prés du Gué, 28320 Ymeray; **India:** CLAAS India Private Ltd. Morinda By-pass, NH-95, Village – Marauli Kalan, District Ropar Punjab 140101 Morinda; CLAAS Agricultural Machinery Private Limited Plot No 487 / B1 14th Cross, 2nd stage, 4th phase Peenya Industrial Area 560058 Bangalore; **Italy:** CLAAS ITALIA SPA, Via Vittor Pisani, 27, 20124 MILANO; CLAAS AGRICOLTURA SRL, Via Bernardino Zenale, 19, 20123 MILANO; **Canada:** Canada West Harvest Centre Inc. 8 Industrial Drive West Emerald Park SK S4L 1C6 Regina; **Austria:** CLAAS Regional Center Central Europe GmbH, Industriestraße 18, 2104 Spillern; **Poland:** CLAAS Polska sp. z o.o. ul. Swierkowa 7 Niepruszewo 64-320 Buk; **Romania:** CLAAS Regional Center South East Europe S.R.L. Sos. Bucuresti-Urziceni DN2 68C 77010 Bukarest (Afumati) **Russia:** OOO CLAAS Vostok Taganskaya Str. 17-23 Etage 7, Raum II, Zim 7 109147 Moscow; OOO CLAAS Projezd Mirny 16 350039 Krasnodar **Spain:** CLAAS Ibérica S.A., Calle Zeus Nr. 5, 28880 Mecó; **Thailand:** CLAAS Regional Center South East Asia Ltd. Sukhumvit 63 Rd. Unit 1803, 18th Floor, 29 Bangkok; Business Center Building Kwang Klongton-Nua Khet Wattana 10110 Bangkok **Ukraine:** TOV CLAAS Ukraina Browary Objizdna doroga 68 07400 Kyiv; **Hungary:** CLAAS Hungaria Kft. Kombáj utca 1 5200 Törökszentmiklos; **USA:** CLAAS of America Inc., 3030 Norcross Drive IN 47202-3008 Columbus; CLAAS Omaha Inc. 8401 South 132nd Street NE 68138 Omaha; Nebraska Harvest Center Inc. 6430 E HWY 30 NE 68847-5677 Kearney; Harvest Center East Inc. dba CLAAS Farmpoint, 1558 E. Boulevard, IN 46902 Kokomo **United Kingdom:** CLAAS U.K. Ltd. Saxham Business Park Bury St. Edmunds Suffolk IP28 6QZ Saxham.



Your candidate profile will be deleted according to Section C. II. 1 and you will no longer receive Position Notifications.

#### **4. Learn More about Career Opportunities**

If you consent to "Learn More about Career Opportunities," and based on your settings in Section C I.2, you will receive information "CLAAS Careers" via e-mail from the respective companies within the CLAAS Group.

If you are under 18 years of age, your legal guardians must provide their consent. Further information is available in the terms of use.

You can withdraw your consent in your user account candidate profile, under "Search Options and Data Protection."

We will process technical documentation and log data to document your consent. Legal basis for processing such data is Art. 6 (1)(1)(c) GDPR and Art. 6 (1)(1)(f) GDPR. Our legitimate interest consists in being able to verify your consent.

Your candidate profile will be deleted according to Section C. II. 1 and you will no longer receive information "CLAAS Careers" via e-mail from the respective companies within the CLAAS Group.

#### **5. Applying for a Job**

If you are registered in the job portal, you can apply for open positions at CLAAS KGaA or companies within the CLAAS Group. To this end, CLAAS KGaA will share your personal information (e.g. first and last name, address), contact information (e.g. e-mail address), personal details (e.g. date of birth, place of birth) as well as information to initiate the employment contract (e.g. resume) with the respective CLAAS company listed in the advertised opening under "Your Contact on the CLAAS Recruiting Team." The respective CLAAS company will use your personal information for the purpose of deciding whether to establish an employment relationship with you. Information required for your application is indicated as such with an asterisk (\*). All other information is optional. Insofar as you have already saved the information in your candidate profile, this will be taken from your profile. The legal basis for this disclosure to the respective CLAAS company is Art. 6 (1)(1)(b) GDPR.

If your application may be relevant for another vacant position of the company of the CLAAS Group to which you have applied, this company will process your personal data in order to contact you regarding the other vacant position and may take your application into account for the selection procedure. The legal basis is Art. 6 (1)(1)(f) GDPR based on the legitimate interest in addressing suitable candidates.

Furthermore the company of the CLAAS Group to which you have applied uses your personal data for the exercise, assertion and defense of legal claims. The legal basis is Art. 6 (1)(1)(f) GDPR based on the legitimate interest in the exercise, assertion and defense of legal claims.

If you receive an acceptance, the company of the CLAAS Group with which you will enter into an employment relationship, will process the required personal data for onboarding purposes.

If you are recommended by an agency (e.g. headhunter), CLAAS KGaA will receive your personal identifying information (e.g. first and last name), contact information (e.g. e-mail address) as well as your country/region and data for initiating the employment contract from your managing agency.

You have the option of saving your application in your user account before sending it. You can also view your pending applications in your user account. The legal basis for this processing is Art. 6 (1)(1)(b) GDPR.

In your application, you can indicate whether an employee of a CLAAS Group company made you aware of the position. Insofar as an employment relationship between yourself and a CLAAS Group company is the result such an employee recommendation, the recommending employee shall receive a bonus. The employee shall only learn of the recruitment upon commencement of the employment relationship.

The legal basis for this processing is Art. 6 (1)(1)(f) GDPR. It is the legitimate interest of the CLAAS Group company to motivate existing employees to recruit future CLAAS employees. Listing the soliciting employee is optional. You can object to the processing of your data at any time.

Your application will be deleted 6 months after rejection or acceptance. After the deletion your application is also no longer available for the company of the CLAAS Group to which you have applied. In the period between the rejection and deletion, your personal data will be processed by the company of the CLAAS Group to which you have applied, solely for the purpose of exercising, asserting and defending legal claims. In the event of a legal dispute, your personal data will be stored as long as it is necessary to achieve the purpose of exercising, asserting and defending legal claims.

**France:** If you are applying for a position with a company based in France, the following applies: Your application will be deleted 24 months after rejection or acceptance unless you object the storage for 24 months. If you object the storage for 24 months, your application will be deleted. The company of the CLAAS Group in France, to which you have applied, processes your data within 24 months for the purpose of exercising, asserting and defending legal claims as well as to contact you regarding other vacant positions and may take your application into account for the selection procedure. In the event of a legal dispute, your personal data will be stored as long as it is necessary to achieve the purpose of exercising, asserting and defending legal claims.

**Italy:** If you are applying for a position with a company based in Italy, the following applies: Your application will be deleted 12 months after rejection or acceptance unless you object the storage for 12 months. If you object the storage for 12 months, your application will be deleted. The company of the CLAAS Group in Italy, to which you have applied, processes your data within 12 months for the purpose of exercising, asserting and defending legal claims as well as to contact you regarding other vacant positions and may take your application into account for the selection procedure. In the event of a legal dispute, your personal data will be stored as long as it is necessary to achieve the purpose of exercising, asserting and defending legal claims.

**USA/Canada:** If you are applying for a position with a company based in USA/Canada, the following applies: Your application will be deleted 24 months after rejection or acceptance.

#### **D. Special Privacy Information: Creation of Reports and Analyses, Reporting**

CLAAS KGaA processes your personal data for reporting and controlling purposes. Legal basis is Art. 6 (1)(1)(f) GDPR. CLAAS KGaA shares your applicable usage and traffic data, information from your candidate profile as well as information provided by you during the application process with recruiters from CLAAS Group companies (e.g. how many candidates applied for the position, which countries the candidates originate from, what is the age of candidates applying for a position?) as well as for the purpose of creating reports and analyses, reporting. Legal basis for the processing of data is Art. 6 (1)(1)(f) GDPR on the basis of the legitimate interest of the CLAAS Group companies to improve the application process.

#### **E. Special Privacy Information: Linking to Third-Party Websites**

This website contains links to third-party websites (e.g. companies within the CLAAS Group). Clicking on a corresponding link will open the third-party website in a new window. This Privacy Information does not extend to the processing of data on the third-party website. Fundamentally, no data is transmitted to the third party when clicking on a link.