

Data protection notice on the processing of your applicant data

The website of the German companies of the ENGIE Group offers you the possibility to apply for job offers of the ENGIE companies in Germany in an online procedure. Based on an online application initiated by you, the respective ENGIE company processes personal data from you that you provide electronically to the ENGIE company for the purposes of the application. The personal data is treated as strictly confidential by the respective ENGIE company in accordance with the applicable legal data protection regulations.

1. Name and contact details of the responsible persons

The ENGIE company named in the job offer under "Legal Entity" is responsible for data processing together with the other German companies of the ENGIE Group named in the appendix (hereinafter jointly referred to as "ENGIE companies" or "we").

In doing so, we make the information required in accordance with Art. 13 and 14 GDPR available to the data subjects.

The name and contact details of the German companies of the ENGIE Group, which are jointly responsible in the event of joint responsibility, as well as contact details of the respective data protection officer are listed in the appendix.

If you apply to Tractebel Engineering GmbH, ENGIE Impact GmbH, Storengy Deutschland GmbH, Storengy Deutschland Betrieb GmbH, geoENERGIE Konzept GmbH, Otto Building Technologies GmbH or Engie Mobisol GmbH, the respective ENGIE company is solely responsible for data processing.

The contact details of the aforementioned companies and of the respective data protection officer are also listed in the Annex.

2. Sources and categories of your personal data

We process different categories of personal data from you.

These include in particular:

- General data about you (first and last name, contact details, date of birth),
- Data on your career, education and qualifications,
- Data on any further training measures and additional qualifications,
- Notes on the progress of the application process,
- Data on tests/reviews conducted as part of the hiring process (e.g., technical skills assessment, English test, ethics & compliance check),

- If applicable, further information that you voluntarily provide to us in the course of the application process.

To the extent that we have not collected your personal data from you ourselves, it comes from the following sources:

- Recruiters/Headhunters,
- Your publicly viewable profile in job-related social media networks (such as StepStone, Monster, LinkedIn, Xing),
- Internet research on how to conduct the Ethics & Compliance Check,
- The ENGIE Group companies (<https://www.engie-deutschland.de/de/ueber-uns/organisation>).

3. Processing purposes and legal bases of processing

a) Carrying out the application process

We process your personal data for the decision on the establishment of an employment relationship (implementation of the application process) and, if necessary, to enable the defense in the context of legal disputes.

The data processing for the implementation of the application procedure is based on Art. 6 para. 1 lit. b) GDPR (contract performance / contract initiation). We may process special categories of personal data on the basis of Section 26 (3) sentence 1 BDSG, Art. 9 (2) b) GDPR.

Any data processing for defense in the context of legal disputes is carried out on the basis of Art. 6 (1) f) GDPR (balancing of interests). The legitimate interests here lie in being able to prove the lawful course of the application process in any proceedings. In this context, we may process special categories of personal data on the basis of Art. 9 (2) f) GDPR.

b) User account creation

An application via the website of the German companies of the ENGIE Group requires the creation of a user account in our recruiting portal.

In doing so, we process your personal data for the following purposes:

- Enabling the creation of a user account before submitting an application.
- To give you the opportunity to apply for a specific vacancy at a company belonging to the ENGIE Group.
- To enable the German companies of the ENGIE Group to manage the application (e.g. invitation to interview, transmission and storage of CVs ,etc.).
- Enable the ENGIE Group's German companies to automate the hiring process.

- Allow you to apply for other job opportunities within the ENGIE Group.

When creating your account in the ENGIE Recruiting Portal, you have the possibility to choose the visibility of your data between the following 3 options:

- Option 1: Only recruiters who manage jobs for which I have applied (recruiters from an ENGIE company can only see your profile if they are responsible for the job(s) for which you have applied and cannot contact you about other jobs);
- Option 2: Only recruiters responsible for jobs from ENGIE Group companies in your country/region of residence (recruiters from ENGIE Group companies responsible for jobs in the country you have chosen as your current country of residence can see your profile and contact you about other job offers);
- Option 3: All recruiters managing jobs in all ENGIE Group companies worldwide (all recruiters within ENGIE Group companies can see your profile and contact you for other job offers).

You have the option to change these options yourself at any time by accessing your profile settings in the ENGIE Recruiting Portal.

The data processing is based on Art. 6 para. 1 lit. b) GDPR (contract performance / contract initiation). We process special categories of personal data, if applicable, on the basis of Section 26 (3) sentence 1 German FDPA, Art. 9 (2) lit. b) GDPR.

c) Submission of a spontaneous application

If you have not found a vacancy that matches your candidate profile, you have the option of applying to us via the "Spontaneous Application" tab. After filling out and submitting the form, a user account will automatically be created for you. By default, all recruiters within the companies of the ENGIE Group in your country/region of residence can see your profile and contact you about open vacancies. You have the option to change this option yourself at any time by accessing your profile settings in the ENGIE Recruiting Portal.

You can also make adjustments in your candidate profile in the ENGIE Recruiting Portal at any time, set your job notifications and apply for relevant job offers. For more information on data processing in the context of creating a user account, please refer to section 3. b).

In doing so, we process your personal data for the following purposes:

- Allowing you to bring your candidate profile to the attention of all recruiters of the companies belonging to the ENGIE Group.
- Enable the creation of a user account to submit an unsolicited application.
- Allowing you to apply for relevant job opportunities within the ENGIE Group.

- Enable ENGIE Group companies to manage the unsolicited application process (e.g. sending and storing CVs , invitation to interview, etc.).
- Enabling ENGIE Group companies to automate the application process.

The data processing is based on Art. 6 para. 1 lit. b) GDPR (contract initiation). We process special categories of personal data, if applicable, on the basis of Section 26 (3) sentence 1 German FDPA, Art. 9 (2) lit. b) GDPR.

4. Storage period

If an employment relationship is established between you and us, we do not completely delete the data from your application process, but add it to your digital personnel file to the extent necessary. We then process this data for the purpose of performing of the employment relationship. We will then inform you about this in more detail in a separate form.

If your application is unsuccessful, we will generally delete resp. anonymize your application data no later than six months after the end of your application process.

Your user account will be deleted if you have not logged in for 6 months. In addition, you have the option to initiate a deletion of your user account in the ENGIE Recruiting Portal at any time yourself by withdrawing your application and subsequently deleting your profile.

5. Recipients of your personal data

The information you provide us with will be treated confidentially and will only be passed on within that ENGIE company or ENGIE companies to those persons who are involved in a specific application process.

If you selected option 2 of visibility of your data in the ENGIE Recruiting Portal (see under section 3b) when creating your user account, the recruiters of ENGIE companies responsible for jobs in your country of residence will have access to your personal data in order to contact you about other job offers.

Provided that you selected option 3 of visibility of your data in the ENGIE Recruiting Portal (see under section 3b) when creating your user account, recruiters of ENGIE companies worldwide will have access to your personal data in order to contact you about other job offers.

We will only disclose your personal data to other external recipients if there is a legal justification for doing so or you have consented to it. External recipients can be:

- Processors: Service providers that we use to provide services or that are entrusted with the maintenance of our IT systems.
- Public authorities: Authorities and government institutions, such as public prosecutors, courts or tax authorities, to which we may have to transfer personal data in individual cases.
- Private entities: Private entities to which we transfer your personal data, such as affiliated companies.

6. Third country transfer

Your personal data may be transferred to countries outside the European Union that are not covered by an adequacy decision of the European Commission for the following purposes:

- For the maintenance of the applications by our processors. These transfers are protected by EU standard contractual clauses (SCC).
- For hosting peripheral systems used for data exchange between applications and for reporting. These transfers are protected by EU standard contractual clauses (SCC).
- For data transfer within the scope of personnel management to other ENGIE companies outside the European Union. These transfers are protected by binding internal data protection regulations (Binding Corporate Rules, BCR) of ENGIE.

A copy of the guaranties is available upon request to datenschutz.engiede@engie.com.

7. Automated candidate selection including profiling (identification and selection process)

As part of the application process, ENGIE companies use an AI-powered solution "TextKernel" from the provider Textkernel BV (Asterweg 15D, 1031 HL Amsterdam, The Netherlands) to help ENGIE recruiters to fairly, efficiently and objectively identify the most qualified and suitable candidates for a position.

Your application will be automatically processed by TextKernel to identify your skills and professional experience based on specific keywords.

The data processing is based on Art. 6 para. 1 lit. b) GDPR (contract initiation).

You can request further information on the underlying logic, the process and its impact by making your request to the data controller as indicated in section 8. Data subject rights.

If you are contesting the automated decision, in addition to the rights set out in section 8, you have the right to request a human review of this decision, in particular to obtain a review of your situation and/or an explanation of the decision made within a period of 1 month from receipt of the recruiter's decision to not proceed with your application further in the application process.

ENGIE uses the following three functionalities of TextKernel:

a) Selection process for an advertised position

TextKernel uses algorithms to sort and classify your application based on its relevance to the search criteria set by the recruiter (skills, professional experience, additional qualifications, etc). Your application will be searched by TextKernel against the key search terms defined by the recruiter for the position which they are looking to fill.

The ENGIE recruiter will then review the list of candidates suggested by TextKernel and decide who will be selected to proceed with the application process.

b) Search for suitable positions for an applicant

If you have selected option 2 of the visibility of your data in the ENGIE Recruiting Portal (see section 3b) when creating your user account, the recruiters of ENGIE companies in your country of residence can contact you about other vacancies.

The recruiter can use Textkernel to find suitable positions for you based on the search criteria from the specific field in your country of residence and then forward your application documents to the recruiter of another ENGIE company responsible for this position.

c) Talent pool for an open position

If you have selected option 2 or 3 of the visibility of your data in the ENGIE Recruiting Portal (see point 3b) when creating your user account, recruiters can use Textkernel to create a talent pool for an open position from the potential applicants and invite you, for example, as a selected candidate to apply for this position.

8. Data subject rights

If the legal requirements are met, you are entitled to the following rights:

- request confirmation as to whether we are processing personal data relating to you; if this is the case, you have the right to **information** on this processing (**Art. 15 GDPR**);
- to request the **correction of** inaccurate personal data concerning you and the completion of incomplete personal data concerning you (**Art. 16 GDPR**);
- request the **erasure of** personal data concerning you, inter alia, if the processing was carried out unlawfully or is no longer necessary (**Art. 17 GDPR**);
- request the **restriction of the processing of** personal data concerning you, inter alia, in lieu of deletion of the data (**Art. 18 GDPR**);
- To receive personal data relating to you that you have provided in a structured, commonly used and machine-readable format or to transfer it to another controller, provided that the processing is carried out using automated procedures and is based on your consent or a contract with you (**data portability, Art. 20 GDPR**);
- revoke any consent given to us to process your personal data at any time with effect for the future (**revocation of consent, Art. 7 GDPR**). The lawfulness of the processing of your data until the revocation remains unaffected.

Right to object:

You have the right to object at any time, on grounds relating to your particular situation, to the processing of personal data concerning you which is carried out on the basis of Art. 6 (1) f) GDPR (balancing of interests).

If you object, we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms, or the processing serves the purpose of asserting, exercising or defending legal claims.

ENGIE Deutschland GmbH is available to you as a central contact for exercising your aforementioned rights. You can address your request to datenschutz.engiede@engie.com. However, you can also assert your rights against another jointly responsible company of the ENGIE Group.

Provided you have applied to Tractebel Engineering GmbH, you may submit the application to exercise your aforementioned rights to datenschutz-de@tractebel.engie.com.

If you have applied to ENGIE Impact GmbH, you may send your request to exercise your aforementioned rights to privacy.impact@engie.com.

If you have applied to Engie Mobisol GmbH, you may send your request to exercise your aforementioned rights to info.eea@engie.com.

If you have applied to Storengy Deutschland GmbH, Storengy Deutschland Betrieb GmbH or geoENERGIE Konzept GmbH, you may send your application to exercise your aforementioned rights to privacy@isico-datenschutz.de.com.

Provided you have applied to Otto Building Technologies GmbH, you may submit the application to exercise your aforementioned rights to info.otto@engie.com.

If you believe that the processing of your personal data violates data protection law, you may also file a **complaint with a supervisory authority**, in particular in the EU member state or federal state of your habitual residence, place of work or the place of the alleged infringement you are complaining about.

Appendix

I. Name and contact details of the jointly responsible German companies of the ENGIE Group

1. ENGIE Deutschland GmbH
Aachener Str. 1044
50858 Cologne
Phone: +49 221 46905-0
E-mail: info2.engiede@engie.com
2. ENGIE Deutschland AG
Ella-Barowsky-Str. 44
10829 Berlin
Tel.: +49 309158-10
E-mail: info.berlin@engie.com
3. ENGIE Deutschland Erneuerbare GmbH
Ella-Barowsky-Str. 44
10829 Berlin
Tel. : +49 309158-10
E-mail: erneuerbare@engie.com
4. ENGIE Refrigeration GmbH
Josephine-Hirner-Str. 1 & 3
88131 Lindau
Tel.: +49 8382 706-1
E-mail: info.refrigeration.de@engie.com
5. H.G.S. GmbH
Kleinewefersstr. 1
47803 Krefeld
Tel.: +49 2151 52 55-600
E-mail: info@hgs.eu
6. Energie SaarLorLux AG
Richard-Wagner Str. 14-16
66111 Saarbrücken
Tel.: +49 681 5874-777
E-mail: info@energie-saalorlux.com
7. Solarimo GmbH
Ella-Barowsky-Str. 44
10829 Berlin
Phone: +49 30 767 582-240
E-mail: kontakt@mysolarme.de

8. Energieversorgung Gera GmbH
De Smit Str. 18
07545 Gera
Tel.: +49 365 856 - 0
Email: info@egg-gera.de

9. GeraNetz GmbH
De Smit Str. 18
07545 Gera
Tel.: +49 365 85625-01
E-mail: info@geranetz.de

10. Energy SaarLorLux GbR
Richard-Wagner-Str. 14 - 16
66111 Saarbrücken
[E-mail: datenschutz@energie-saarlorlux.com](mailto:datenschutz@energie-saarlorlux.com)

11. ENGIE Generation Germany GmbH
Ella-Barowsky-Str. 44
10829 Berlin
Tel.: +49 30 7261535-00
[E-mail: info2.engiede@engie.com](mailto:info2.engiede@engie.com)

12. ENGIE Energy Management Solutions GmbH
Aachener Str. 1044
50858 Cologne
Phone: +49 221 46905-0
[E-mail: info2.engiede@engie.com](mailto:info2.engiede@engie.com)

II. Name and contact details of the solely responsible German companies of the ENGIE Group

1. Tractebel Engineering GmbH
Friedberger Str. 173
61118 Bad Vilbel Germany
Tel.: +49 6101 55-0
E-mail: info-de@tractebel.engie.com

2. Storengy Germany GmbH
Ella-Barowsky-Str. 44
10829 Berlin
Phone: +49 30 915 8110-00
E-mail: info@storengy.de

3. Storengy Germany Operation GmbH
Podbielski Str. 333
30659 Hanover
Phone: +49 511 86683-0
E-mail: info@storengy.de
4. geoENERGIE Concept GmbH
Alfred-Lange-Str. 15
09599 Freiberg
Phone: +49 3731 79878-0
E-mail: info@geoenergie-konzept.de
5. ENGIE Impact GmbH
Ella-Barowsky-Str. 44
10829 Berlin
E-mail: privacy.impact@engie.com
6. Engie Mobisol GmbH
Revaler Str. 28 - 31
10245 Berlin
E-mail: info.eea@engie.com
7. Otto Building Technologies GmbH
Edertalstraße 22
57319 Bad Berleburg
Tel.: +49 275 589-0
E-Mail: info.otto@engie.com

III. Contact details of the Data Protection Officer

The contact details of the data protection officer of the ENGIE companies under I. points 1.- 7. are:

Attorney at Law Boris Reibach
Scheja & Partners GmbH & Co. KG
Adenauerallee 136
53113 Bonn
Tel.: +49 228-227226-0
E-mail: boris.reibach@scheja-partner.de
Contact form for encrypted contact: <https://www.scheja-partner.de/kontakt/kontakt.html>.

The contact details of the data protection officer of the ENGIE companies under I. points 8. and 9. are:

Helwig Andreas Opel
De-Smit-Str. 18

07545 Gera
Tel.: +49 365 / 856 - 1177
E-mail: datenschutz@geranetz.de

The contact details of the data protection officer of Tractebel Engineering GmbH under II. point 1. are:

Data Protection Officer of Tractebel Engineering GmbH
Friedberger Str. 173
61118 Bad Vilbel
E-mail: datenschutz-de@tractebel.engie.com

The contact details of the data protection officer of the ENGIE companies under II. points 2. - 4. are:

ISiCO Data Protection GmbH
Am Hamburger Bahnhof 4
10557 Berlin
Phone: +49 30 213 00 28-50
E-mail: privacy@isico-datenschutz.de

The contact details of the data protection officer of Otto Building Technologies GmbH are:

Andreas Wagner
Hees Bürowelt GmbH
Friedrich-Wilhelm-Str. 148
57074 Siegen
E-mail: externer.datenschutz@hees.de

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