

Personal Data Protection Information Notice for Juvenis Job Candidates

Dear job candidate of Juvenis Telekomünikasyon A.Ş. (“Juvenis” for short), when you apply for a job at Juvenis, we use your personal information. This information notice has been prepared to inform our job candidates, who are in the position of data subject/relevant person, about how we use your personal information. If you have difficulty reading or understanding this information notice, please ask for help, as it is important that you understand its content. We are always happy to get in touch with enthusiastic people who have experience in the field of general application call-centre customer representation or who wish to build a career in the call-centre sector. If you work in a results-oriented manner and believe you can overcome challenges in a rapidly changing environment, we would like to meet with you. Whether or not it relates to an application for a specific job posting, you may send your CV by courier to the following address: Barbaros Mah. Halk Cad. Kardelen Sok. No: 2/1 Kat:9 D: 39 PK: 34746 Ataşehir/İSTANBUL. Or you may send your application by e-mail: info@juvenis.net.

Contact Information — The company collecting your data in the capacity of Data Controller:

Juvenis Telekomünikasyon A.Ş. Barbaros Mah. Halk Cad. Kardelen Sok. No: 2/1 Kat:9 D: 39 PK: 34746 Ataşehir/İSTANBUL.

Which of Your Personal Data Do We Process and For Which Purposes?

The personal data that you may share with us or that may be subject to processing where necessary is as follows:

Identity Data

In order to carry out our employment relationship, we collect and process all of your personal data contained in identity documents, such as the name, surname, date of birth, place of birth and marital status that we obtain from you. Contact Data: In order to be able to contact you, we request and process contact information including your address, telephone number and e-mail address. Visual Data: If included in your CV, we obtain and process the visual data contained in your photographs.

Special Categories of Personal Data

Within the CVs you provide us, special categories of personal data that you have indicated — such as association/foundation memberships, disability status, or whether you have a criminal record — are collected. Data concerning you such as disability, occupational disease, work accident and maternity leave is processed on the basis that it is “mandatory for the fulfilment of legal obligations in the fields of employment, occupational health and safety, social security, social services and social assistance”. If, for the position to which you are applying, your data regarding whether you have a judicial record must be processed by law, we process your data on the basis of being expressly provided for by law. Education Data: Within the scope of the recruitment process, in order to be able to make an assessment, we process your education data contained in your CV, such as the schools you attended, your foreign-language knowledge, your knowledge of information and communication technologies, and the seminars and courses you attended.

Employment Data

In order to conduct the recruitment process, we process your employment data contained in your CV, including your previous workplaces and positions. Reference Person Data: In order to evaluate job applications, the reference-person data you indicate in your CV information is processed. Please make sure you have informed the persons you list as references. Other Data: In order to organise your start date and your training, we request and process your military-service status. Data other than your special categories of personal data is collected on the legal ground of “the processing of personal data belonging to the parties to a contract

being necessary, provided that it is directly related to the establishment or performance of a contract”.

HOW AND FOR WHAT REASONS DO WE COLLECT YOUR PERSONAL DATA?

When you apply to work for us, we collect your personal data — in order to assess whether we will establish an employment relationship with you — directly via e-mail, via various career portals and the job-application form we provide to you, or via CVs forwarded by the human-resources firms we work with, within the scope of the purpose of being able to establish a contract between us. Likewise, for the evaluation of your job applications, we collect the personal data conveyed to us through our conversations with the reference persons you indicate (if any) in line with our legitimate interest in assessing whether you are suitable for the role.

FOR WHAT PURPOSES DO WE PROCESS YOUR PERSONAL DATA?

Your personal data is processed by the Company for the purposes and reasons set out below: Conducting and recording recruitment processes; researching, observing and recording the experience, education level and competencies declared by the person during job interviews; determining whether the candidate to be employed possesses the training, qualifications and skills appropriate to the working conditions of the relevant department in which they would be assigned in our company; obtaining references about job candidates in line with their requests; if employment takes place at the end of the interview, determining the suitability of your health for the job; if employment does not take place at the end of the interview, inviting the candidate for an interview for a suitable position in the future; if the job candidate is found suitable, organising the start date and the training.

Persons applying for a position at Juvenis: Juvenis processes your personal information when you apply to be considered for a job position. The purpose of processing your personal data is to make a preliminary assessment of your suitability for the position you applied for and for positions suitable for you. During the preliminary assessment, Juvenis does not share your personal information with third parties. We delete job applications and related information within 6 months at the latest, unless we continue to consider you for a position at Juvenis or have obtained your consent to retain it for a longer period (up to a maximum of 1 year).

Persons being evaluated for a position at Juvenis: If you have been selected in the preliminary assessment, Juvenis processes your personal information in order to make a final decision on whether the position will be offered to you and therefore whether an employment contract will be entered into. At the end of the evaluation process, before offering a position at Juvenis, we obtain references from a former employer and may carry out a personal profile analysis in order to better assess whether you and the position are a good match. References are deleted following the final decision by both you and Juvenis, unless expressly agreed otherwise with you. You can request the deletion of references or the personal profile analysis at any time. Except in situations where legal issues may arise, we do not share your references with third parties. We may search for you on search engines such as Google and Bing, and publicly available information may form part of the evaluation. Please note that information made publicly available on services such as Facebook, Pinterest, LinkedIn and other social media is usually included in the search results of the search engines used and may therefore be included in the evaluation.

Sharing of Your Personal Data With Third Parties Domestically or Abroad

Upon request, your data may be transferred to courts within the scope of our legal obligations and, if requested within the framework of lawful requests and decisions, to public institutions and organisations. In the event of a dispute, your personal data may be shared with our lawyers so that our right of defence can be exercised. Your personal data is shared with the reference persons you have indicated for the purpose of confirming the information with them.

As Juvenis, because the servers of some of the electronic systems we use are located abroad, your personal data is transferred abroad by being recorded in those systems. When transferring personal data from Turkey to a third country outside Turkey, Juvenis uses standard contracts, one of the appropriate safeguard methods provided for in the KVKK. The standard contracts that Juvenis signs with the third-party recipients to whom your personal data is transferred are intended to enable personal data to be processed in other countries as well under the terms and conditions provided by the KVKK. You can request detailed information about the standard contracts signed by Juvenis using the application methods set out in this Information Notice.

Your Rights Within the Scope of the Personal Data Protection Law No. 6698 (“KVKK”)

Pursuant to Article 11 of the KVKK, by applying to us in person and provided that you prove your identity, you may, regarding your personal data:

- learn whether we process personal data about you, and if we are processing or have processed it, request information in this regard;
- learn the purpose of processing your personal data and whether it is used in accordance with its purpose;
- learn whether your personal data is transferred domestically or abroad and to whom it is transferred;
- request the correction of your inaccurate and incomplete personal data and that the recipients to whom this data has been or may have been transferred be informed;
- request the destruction (deletion, erasure or anonymisation) of your personal data within the framework of the conditions provided for in Article 7 of the KVKK. However, by evaluating your destruction request, we will determine which method is appropriate according to the circumstances of the specific case. In this context, you may at any time request information from us about why we chose the destruction method we selected;
- request that the third parties to whom your personal data has been or may be transferred be informed about your aforementioned destruction request;
- object to the results of an analysis of your personal data generated exclusively through an automated system, if these results are contrary to your interests;
- request the compensation of the damage in the event you suffer damage due to the unlawful processing of your personal data.

The requests contained in your application will be finalised free of charge within thirty (30) days at the latest, depending on the nature of the request.

However, if the transaction requires an additional cost for the Company, the fee set out in the tariff determined by the Personal Data Protection Board in the Communiqué on the Procedures and Principles of Application to the Data Controller may be charged. You may submit your application on matters relating to the processing of your personal data by filling in the application form available at the Company’s internet address, or in the following ways, provided that you comply with the conditions in Article 5 of the Communiqué on the Procedures and Principles of Application to the Data Controller:

- **Application by Post or in Person:** The application can be made in person or by post to Juvenis Telekomünikasyon A.Ş., Barbaros Mah. Halk Cad. Kardelen Sok. No: 2/1 Kat:9 D: 39 PK: 34746 Ataşehir/İSTANBUL, together with the application form completed and signed by the Applicant and documents proving their identity.

- **Application via Registered Electronic Mail (KEP):** The Applicant may apply by signing with the “secure electronic signature” defined in the Electronic Signature Law No. 5070 and sending it to juvenis.telekomunikasyon@hs01.kep.tr.
- **Application via Electronic Mail Using a Mobile Signature or Secure Electronic Signature:** The Applicant may apply by sending an e-mail to info@juvenis.net with a petition signed with a mobile signature or secure electronic signature, or, if preferred, by completing the “Application Form”.
- **Application via Electronic Mail Using the Electronic Mail Address Registered in the Data Controller’s System:** The application can be made by the relevant person by sending an electronic mail to info@juvenis.net using the electronic mail address previously notified to the data controller and registered in the data controller’s system. In this application, Juvenis reserves the right to request additional identity verification depending on the subject of the request. Depending on the nature of your request and your application method, the Company may request additional verifications (such as sending a message to your registered phone or calling you) in order to determine whether the application belongs to you and thus to protect your rights. For example, if you apply via your e-mail address registered with the Company, we may reach you using another contact method registered with the Company and request confirmation that the application belongs to you.