

Data Privacy Declaration applicable for external applicants

Applicability: to **external** applicants of ALPIQ ENERGY SE and/or Alpiq Services CZ s.r.o.

Status of the data protection declaration: January 2025

In this document, our companies ALPIQ ENERGY SE and Alpiq Services CZ s.r.o. (each of them further as "Alpiq") provide **applicants** with an **overview of the processing of their personal data** and their rights according to the EU General Data Protection Regulation (the "GDPR"). **The personal data is processed for recruiting purposes.**

1. Who is the data controller, who is responsible for data processing and whom can you contact if you have questions?

The **data controller** is the entity you applied for job at, i.e.:

ALPIQ ENERGY SE and/or Alpiq Services CZ s.r.o.
Jungmannova 26/15
110 00 Prague 1 – Nové Město, Czech Republic

Local Privacy Partner of Alpiq

Alpiq
Tereza Jášková
Jungmannova 26/15
110 00 Prague 1 – Nové Město, Czech Republic
Tel: +420 221 720 111 (Exchange)
privacy.prague@alpiq.com

Group Data Privacy Officer:

Alpiq AG
Bahnhofsquai 12
CH-4601 Olten, Switzerland
T.: +41 62 286 71 11 (Exchange)
privacy@alpiq.com

2. What sources and personal data does Alpiq use and for what purpose?

Alpiq processes personal data received from **applicants or recruiters** as part of the recruitment process.

Relevant personal data are, for example, data for personal identification, for work permits, for certificates and qualification reports, for suitability for a position.

3. On which lawful basis are your data being processed?

Alpiq processes personal data in compliance with the provisions of the GDPR and of the Act No. 110/2019 Coll., on Personal Data Processing.

3.1. Processing on the basis of your consent (Art. 6 para. 1a GDPR)

If you have given us your consent to process personal data for specific purposes, it is due to that consent, that this processing is lawful. A given consent can be withdrawn at any time. You can request an overview of the consents given to us at any time.

3.2 Processing for the fulfilment of pre-contractual and contractual obligations (Art. 6 para. 1b GDPR)

Personal data is processed for the purpose of recruitment.

3.3 Processing due to legal obligations (Art. 6 para. 1c GDPR)

Alpiq is also subject to various legal obligations, including those relating to archiving obligations, legal enforcement and data privacy obligations.

3.4 Processing for the protection of legitimate interests (Art. 6 para. 1f GDPR)

To the extent necessary, we process your data beyond the fulfilment of the contract to protect our legitimate interests. Examples:

- Measures for the further development and improvement of HR processes and services;
- Assertion of legal claims and defence in legal disputes;
- Prevention and investigation of criminal offences (personnel security check on individuals for defined functions and tasks); or
- Measures for building and system security (e.g. access control via access badges and video surveillance to protect and prevent intrusion by unauthorised persons) - for detailed information about the video surveillance please visit the Alpiq reception desk.

4. Who receives your personal data?

Within and **outside** Alpiq, only those entities receive your personal data, which require them to fulfil their **contractual** and **legal obligations** or to safeguard their legitimate interests.

Relevant recipients within Alpiq are, for example, superiors, management or divisions responsible for staff administration, or Legal or IT department.

Relevant recipients outside Alpiq are, for example, external data processors, business partners, companies (for authorised reference information), authorities or staff service providers.

Further recipients of personal data may be those bodies for which you have given us your personal data transfer consent (e.g. training organisers, event organisers, assessment service providers).

All recipients are subject to strict data protection regulations.

5. Are your personal data transferred to a third country?

Personal data transfer to a third country (non-EU/EEA Member State) takes place only to the extent that this is necessary to perform contractual obligations, required by law or for which you have given us your consent. To the extent required by law we shall inform you separately of the details. Persons processing orders in third countries will be bound by [standard data protection](#) clauses and also by additional obligations to comply with the same high data protection criteria as those that apply in the EU/EEA.

If we transfer the personal data to entities to a third country (non-EU/EEA Member State), we will ensure that adequate personal data protection measures are in place, which may include:

- Transfer by means of a transfer of personal data including valid standard contractual clauses adopted by the European Commission for the transfer of personal data by EU operators to entities in jurisdictions without adequate protection legislation personal data;
- The transfer of personal data under a European Commission decision on the adequacy of the level of protection of personal data in a jurisdiction;
- When necessary for the performance of the agreement between you and us or for the conclusion or performance of a contract in your interest between you and an entity outside the European Union.

6. How long will your data be stored?

We process your personal data during the recruitment process. Applicant profiles and application documents shall be deleted within 6 months after the recruiting process is finished.

7. What data protection rights do you have?

7.1. Your data protection rights

- a) The right to be informed about Alpiq's processing your personal data;
- b) The right to request access to, or copies of, your personal data processed by us or on our behalf;
- c) In the case of any automated processing of your personal data that generates a significant legal effect or effect on you, you have the right to request information about its existence, an explanation of the logic involved, the meaning and, as the case may be, any expected consequences of such processing; in this case, you have the right not to be subject to an individual decision if the processing was done by automatic means;
- d) The right to require the rectification (correction) of incorrect personal data;
- e) The right of deletion ("right to be forgotten") of your personal data, unless provided otherwise by the GDPR;
- f) The right to restriction of processing of your personal data, to certain limited purposes, according to the law;
- g) The right to oppose (object) processing of your personal data;
- h) The right to data transferability/portability, if applicable;
- i) The right to request information about the source of your personal data, if this data has not been collected directly from you.

These rights may be the subject of limitations imposed by the statutory requirements and exceptions.

To exercise one or more of the rights set forth in this Clause 7 or to ask a question about these rights or our processing of your personal data, please contact the Local Privacy Partner.

7.2. Your right of opposition pursuant to Art. 21 GDPR

You are entitled at any time to file opposition to the processing of your own personal data which has been processed on the basis of Art. 6(1)(e) GDPR (public interest) or Art. 6(1)(f) GDPR (legitimate interest). This likewise applies to profiling within the meaning of Art. 4 GDPR. If you register opposition, Alpiq will no longer process your personal data unless there are binding reasons worthy of protection for processing which outweigh your interests, rights and freedoms or if processing serves the enforcement, exercise or defence of legal entitlements.

Right to oppose the processing of data for the purpose of direct advertising

If your personal data are processed for use in direct advertising, you are entitled at any time to file an opposition to the processing of your personal data for the purpose of such advertising; this likewise applies to profiling to the extent that this is related to such direct advertising. If you oppose the processing of your personal data for the purpose of direct advertising, the personal data will no longer be used for that purpose.

The opposition can be registered at any time without the need for any particular form and may be notified by means of this link: <https://app-de.onetrust.com/app/#/webform/eea2f440-39c9-443f-aa58-83279985c1a1>.

7.3 Right of lodge a complaint with the appropriate supervisory authority pursuant to Art. 77 GDPR

Each individual has the additional right to lodge a complaint with the appropriate national supervisory authority. The list of appropriate supervisory authorities for each country can be found here: http://ec.europa.eu/newsroom/article29/item-detail.cfm?item_id=612080

Appropriate national data protection authority for the Czech Republic

The Office for Personal Data Protection

Pplk. Sochora 27
170 00 Prague 7, Czech Republic
Phone: +420 234 665 111
Email: posta@uouu.cz



8. Are you under any obligation to provide personal data?

For the purpose of carrying out the recruitment process, you only need to provide us with the required personal data that we are legally obliged to collect.

For selected specific positions, where it is objectively justified, if statutory requirements or special duties of diligence, e.g. in connection with the appointment to a particular post, so require, Alpiq may ask you to provide us with further personal data, such as an extract from the criminal records office.

9. To what extent are automated decisions made in individual cases?

We do not use automated decision making according to Art. 22 GDPR to carry out the recruitment process. Should we use these procedures in individual cases, we will inform you separately, insofar as this is required by law.

10. The Quantity and the Quality of the data

No excess data

Alpiq limits the processing of personal data to data that is reasonably appropriate and relevant to the purposes described in this Declaration and takes reasonable steps to delete all unnecessary data for the applicable purposes.

Quality of data

We take all reasonable steps to ensure that your personal data that we hold, is accurate, complete and up to date. Please let us know if any of these personal data changes or if you notice any errors about this data. You can also update your personal data directly through the Human Resources Department.

11. Keeping your personal data secure

We have implemented appropriate technical and organizational security measures to protect your personal data against loss, destruction, theft, illegal processing or unauthorized processing or other unlawful actions. These include secure operating systems and processes to ensure that your personal data are only accessible to Alpiq employees, agents and staff contracted by Alpiq on the basis of appropriate knowledge needs and compliance with the standards in industry on the security and protection of personal data and the processing of personal data by them is carried out according to policies and procedures in accordance with the applicable law.