

Candidate Employee Privacy Notice

1. Identity of the Data Controller

Pursuant to the Law No. 6698 on the Protection of Personal Data (the "**Law**"), your personal data provided within the scope of recruitment processes are collected and processed by KRM Yönetim Danışmanlık A.Ş. (the "**Company**"), acting in its capacity as the Data Controller.

2. of Personal Data Processed, Purposes of Processing and Legal Basis

Personal Data	Purposes of Processing	Legal Basis
• Identity (Name and surname, Turkish Identification Number, date of birth, gender) • Contact (Mobile phone number, address, e-mail address) • Professional Experience (Professional experience, previous employment information, educational background, diploma, certificates, curriculum vitae (CV), training records, résumé information, foreign language proficiency) • Visual and Audio Records (Photograph) • Personnel Information (Responses provided during interviews, interview date, salary expectations, interview assessment, interviewer comments, and all personal data voluntarily provided during the interview) • Other (Military service status and military records, marital status, driver's license information)	• Conducting selection and placement processes for employee candidates, , internships and students; • Carrying out human resources processes; • Planning and conducting remuneration-related processes; • Complying with statutory record retention, reporting and information obligations imposed by applicable legislation, regulatory authorities and other competent public authorities, as well as fulfilling other legal obligations prescribed by law.	• Pursuant to Article 5/2(c) of the Law “where processing is necessary for the establishment of an employment contract, provided that it is directly related to the establishment or performance of the contract” • Pursuant to Article 5/2(ç) of the Law “ where processing is necessary for the data controller to fulfil its legal obligations” • Pursuant to Article 5/2(f) of the Law “where processing is necessary for the legitimate interests of the data controller, provided that such processing does not violate the fundamental rights and freedoms of the data subject”

• Other (Reference Information)	• Conducting selection and placement processes for employee candidates, internships and students; • Verifying the professional qualifications, experience and information provided by the candidate.	• Pursuant to Article 5/2(c) of the Law “where processing is necessary for the establishment of an employment contract, provided that it is directly related to the establishment or performance of the contract” • Pursuant to Article 5/2(f) of the Law “where processing is necessary for the legitimate interests of the data controller, provided that such processing does not violate the fundamental rights and freedoms of the data subject”
• Health Data (Disability status)	• Conducting selection and placement processes for employee candidates, internships and students placement processes; • Planning occupational health and safety obligations; • Complying with statutory record retention, reporting and information obligations imposed by applicable legislation, regulatory authorities and other competent public authorities, as well as fulfilling other legal obligations prescribed by law.	• Pursuant to Article 6/3(f) of the Law “ where processing is necessary for fulfilling legal obligations in the fields of employment, occupational health and safety, social security, social services and social assistance”
• All categories of personal data listed above (excluding Health Data)	• Planning and coordinating recruitment processes and ensuring consistency in intra-group operations; • Receiving product and/or service support for the execution of recruitment processes.	• Pursuant to Article 5/2(f) of the Law “where processing is necessary for the legitimate interests of the data controller, provided that such processing does not violate

		the fundamental rights and freedoms of the data subject”
All categories of personal data listed above	Fulfilling our legal obligations where authorized public institutions and organisations request information or documentation from the Company, or where disclosure is required.	Pursuant to Article 5/2(ç) of the Law “where processing is necessary for the data controller to fulfil its legal obligations”
	Protecting the Company's legal rights and legitimate interests in the event of any actual or potential dispute.	Pursuant to Article 5/2(e) of the Law “where processing is necessary for the establishment, exercise or protection of a legal claim or right”

3. Third Parties to Whom Your Personal Data May Be Transferred

The Company may transfer your personal data and special categories of personal data, in accordance with Articles 8 and 9 of the Law and for the purposes specified above, to the following recipients located in Türkiye and/or abroad:

Recipients of Transfer	Purposes of Transfer
Domestic and/or foreign direct or indirect shareholders, affiliated companies, subsidiaries and/or potential acquirers	For the planning and coordinating recruitment processes, ensuring consistency in intra-group operations, and carrying out corporate restructuring and strategic evaluation processes.
Domestic and/or foreign service providers, business partners and suppliers	To the extent necessary for carrying out our commercial and operational activities and fulfilling the purposes specified under the section entitled " Personal Data Processed, Purposes of Processing and Legal Basis."
Authorized public institutions and organisations	Where authorized public institutions and organisations request information or documentation from the Company, or where it is necessary to submit information and documents to such institutions and organizations.

4. Methods of Collecting Personal Data

Your personal data may be collected for the purposes specified above and in accordance with the conditions set out in Articles 5 and 6 of the Law through any written, verbal or electronic means, including our website, job application platforms, e-mail correspondence, telephone communications, and provision of information or documents to us in physical or electronic form, by automatic, partially automatic, or by non-automatic means provided that they form part of a data recording system.

5. Rights of Data Subjects

You at any time submit your requests regarding your personal data processed by us within the scope of Article 11 of the Law in accordance with the Communiqué on the Procedures and Principles of Application to the Data Controller, in writing or by using the e-mail address that you have previously notified to us and that is registered in our systems with the subject line "Request Regarding Personal Data", to the addresses below:

- **Address:** Esentepe Mah. Kore Şehitleri Cad. Propa Plaza No.4 Floor 4, Şişli, İstanbul, Türkiye
- **E-mail:** krm@krm.com.tr
- **Website:** The application form available at <https://www.krm.com.tr/tr/hakkimizda/bilgi-guvenligi-ve-kvkk/>

Applications submitted by data subjects will be responded to and finalized within a maximum period of thirty (30) days. Applications will be processed free of charge unless the Personal Data Protection Board determines a fee tariff. If the response exceeds ten (10) pages, an administrative fee of TRY 1.00 will be charged for each additional page. Where the response is requested to be provided on a physical recording medium such as a CD or flash drive, a fee can be charged based on the requested recording medium.