

INFORMATION NOTICE REGARDING PROCESSING OF PERSONAL DATA FOR JOB APPLICANTS

This notification is made in accordance with Article 10 of the Law on Protection of Personal Data numbered 6698 (abbreviated as KVKK) due to legal obligation.

In the Law on Protection of Personal Data (briefly referred to as KVKK) numbered 6698, any information related to an identified or identifiable natural person is defined as personal data. ÇAKIR İNŞAAT İTH.İHR.SAN.VE TİC.LTD. ŞTİ., processes your personal data, whether fully or partially, through automated or non-automated means, provided that it is obtained, recorded, stored, preserved, altered, reorganized, disclosed, transferred, taken over, made obtainable, classified, or prevented from being used, in accordance with the law, either as a part of any data recording system or individually. The company carries out all kinds of personal data processing activities on these data, such as ensuring their confidentiality, primarily to protect the privacy of private life and to preserve fundamental rights and freedoms, by taking possible security measures at the highest level.

Our aim is to inform you about the methods of collection of your personal data, the purposes of processing, the legal reasons for processing, to whom and for what purposes your processed personal data can be transferred, and your rights.

a) Identity of the Data Controller and, if any, its Representative: The data controller is ÇAKIR İNŞAAT İTH.İHR.SAN.VE TİC.LTD. ŞTİ.

b) Purposes of Processing Personal Data:

The personal data you have shared with our company will be processed for the following purposes:

- Identification and evaluation of necessary training, health, qualifications, and skills for our company's working conditions,
- Assessment of suitability for the requested position,
- Contacting references for verification of information,
- Determining tendencies to adapt to corporate culture and practices,
- Facilitating communication,
- Evaluation for potential suitable positions in the future in case of a negative outcome in the job interview,
- Determination of salary information and scale,
- Planning and implementation of our company's human resources policies and processes.

We would like to state that we will process your personal data within the framework of the personal data processing conditions and purposes specified in Articles 5 and 6 of the Law on Protection of Personal Data (KVKK), including the purposes mentioned above. We will retain this data for the maximum period specified in the relevant legislation or for the period required for the purpose of processing, and in any case, until the statutory limitation periods have expired.

c) Recipients and Purposes of Processing Personal Data:

The personal data you provided to our company for job application purposes, within the framework of the purposes stated above and the personal data processing conditions and

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purposes specified in Article 8 of the Law on Protection of Personal Data (KVKK), may be shared with:

- Individuals specified as references for the verification of the information you have provided,
- General assessments made to evaluate your suitability for the requested position.

d) Method and Legal Basis for Collecting Personal Data:

The personal data collected through the following methods, based on explicit consent according to the processing conditions specified in Articles 5 and 6 of the Law on Protection of Personal Data (KVKK) in response to your request directed to our company, for the purposes stated in sections (b) and (c) above:

- Resumes and other information/documents you submitted to our company via in-person submission, email, mail, references, and similar methods,
- Checks conducted by our company to verify the accuracy of the information provided by you through reference persons and researches carried out by our company,
- Data provided by you through application forms published in written or electronic media and filled out by you, collected in whole or in part, through written, verbal, electronic, or other means, either automated or non-automated.

e) Your Other Rights:

Subject to all relevant exceptions, including those specified in Article 28 of the Law on Protection of Personal Data (KVKK), you have the right to apply to our company and, within the framework of the conditions specified in the KVKK, to inquire whether your personal data is being processed, for what purpose it is processed, and whether it is being used for its intended purpose. You also have the right to know whether your personal data has been transferred to third parties, domestically or internationally, and if so, who these individuals and organizations are. You can request the deletion or destruction of unlawfully processed data, correction of your inaccurate or incomplete personal data, or, in the event of a change, updating of your data. You also have the right to request the deletion or destruction of your personal data if the reasons requiring their processing no longer exist, and for these processes to be notified to the third parties and organizations to which your data has been transferred. Furthermore, if you incur any damages due to your personal data not being processed in accordance with the legislation solely through automated systems, you have the right to request compensation for this damage.

You can communicate your requests regarding your personal data to the following email address: cakirinsaatltd@hs01.kep.tr or in person to the following address: Şerifali Mah. Çetin Cad. Kible Sok. No:5-1/3 Ümraniye/İSTANBUL.