Privacy Notice for the use of the Website and the Processing of Candidates' Personal Data

Welcome! We are delighted that you may be interested in exploring a job opportunity with Beko. We are committed to protecting the privacy and security of your personal information during the Job Application process.

1. Scope and data controller

This Privacy Notice explains how we collect and process your personal data through your use of the Beko Career Website at https://www.koccareers.com/beko or any other job-related sites accessible through these websites. It also describes situations where you submit a CV, apply for a job or internship through our Online Registration Form (such as Success Factors), job-search websites, career fairs, email, or other channels or applications which links to this Privacy Notice.

We comply with the UAE Personal Data Protection Law (PDPL), the EU General Data Protection Regulation ("**GDPR**") (where applicable), and any other applicable local data protection laws (collectively, the "**Data Protection Laws**"). Please ensure that you read this Privacy Notice and any other similar notice we may provide to you from time to time when we collect or process Personal Data about you. If you are aware of changes or inaccuracies in your Personal Data, you should inform us of such changes so that your Personal Data may be updated or corrected. Certain provisions of this Privacy Notice may only apply where required under the laws of specific jurisdictions, including candidates who are located in European Union (EU) member countries, UK, and Switzerland.

The process is conducted by **Koç Holding A.Ş., along with Arçelik A.Ş., (branded "Beko Corporate"), Beko Europe Management S.R.L., Beko Europe B.V. and other affiliated entities of Beko based in the same country and/or region or cluster** (collectively referred t**o "Group Companies" 'we', 'us' or 'our') -** acting as data controllers. Koç Holding A.Ş., the parent company of Arçelik A.Ş., is the data controller responsible for managing the Online Registration Form Success Factors used to manage and maintain your candidate profile, while Arçelik A.Ş. is the data controller responsible for processing your personal data in connection with Beko Corporate Website and other related platforms or tools used in the course of the recruitment process.

When we refer to "**Beko**", "we" or "us", we are referring to Arçelik A.Ş. and its affiliated companies involved in the processing of your personal data. More information about Arçelik A.Ş. can be found here. If you have questions about the processing operations of Arçelik A.Ş. you can view our privacy policy here.

Should you apply for a job with or engage in recruiting interactions with a different Beko affiliated company, depending on your choice, your data will be processed also by that different affiliated company which will act as a joint data controller of your personal data processed in the context of the management of your application and recruiting in accordance with applicable data protection laws. The principles of joint controllership are described below in Section 10 **"Joint controllership details"**.

Joint controllership means that we are responsible for deciding how we hold and use certain information about you, in compliance with applicable data protection laws. This does not mean that the role and responsibility of individual companies within the Group Companies is going to be always the same. The scope of access is strictly limited and covered by confidentiality rules and will largely depend on your choice. This issue is described below in Section 8 "**Who will have access to your data**".

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Any Job Application Process or the granting of an interview will not create an employment relationship or other agreement between us and yourself. The submission of your resume and application does not obligate in any way to consider your application, to grant an interview or to make an offer of employment. If subsequent to a job application you are offered employment by us, that offer of employment will be conditional on your executing written terms and conditions of employment and complying with any other reasonable requests of the company.

Your data may also be processed for other purposes indicated in other Privacy notices.

2. Data protection principles

We will comply with applicable Data Protection Laws, including the UAE Personal Data Protection Law (PDPL), which require that the Personal Data we hold about you is:

- used lawfully, fairly and in a transparent way
- collected only for specified and legitimate purposes that company has clearly explained and communicated to you and not used in any way that is incompatible with those purposes
- relevant adequate, and limited to what is necessary in relation to the purposes for which it is processed
- accurate and kept up to date
- kept only as long as necessary for the purposes for which it was collected, unless retention is required or permitted under applicable laws
- kept securely.

3. The types of Personal Data we hold about you

We will collect, store, and use the following categories of personal data ("Personal Data") in accordance with applicable data protection laws, including the UAE Personal Data Protection Law (PDPL):

1. Log information, cookies, web beacons and similar technologies: We may process Personal Information from you when you interact with the Website. For example, we or our service provider(s) may also use cookies, web beacons or log files. Data we collect automatically includes the type of web browser or mobile device, your operating system, your IP address, the URL of the landing page and the referring website, the time and date of your visit to the Site, and the search terms used by you to reach the website. More information regarding our use of cookies and other tracking technologies, as well as how you can manage these, can be found in the Cookie Notice available on the relevant website;
2. Your CV, including information we extract from your CV;
3. Your application for a job with us and other information you submit in relation to your application, as well as the information you have provided in your application and covering letter including: Basic identification information (such as full name, date of birth, nationality); Contact information (such as home address, telephone number, email address); Information relating to your education, qualifications, certifications relating to your employment, as well as your employment performance (such as curriculum vitae details, letters of recommendation, job description, qualifications and areas of expertise, work history, other performance measures and, where appropriate, training records, records of technical skills tests, participation in professional or academic organisations, seminar's attendance lists, learning history and certificates of completion of e-learning courses);
4. Any information you provide to us on a voluntary basis (such as a photograph or audio/visual recordings during the online recruitment process, when you provide access to your camera and

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microphone on specific recruiting or assessments platforms or surveys results to gather feedback about your candidate experience);

5. Any other information (including any survey or test results) you provide during the application, recruiting, interview, or hiring stages, as part of the pre-onboarding stage, to the extent necessary for the recruitment process and in accordance with applicable laws.

If you applied via an online registration form (e.g. Success Factors tool), you will see which data is mandatory and which is optional. You will be able to access your own profile data and edit as needed, as well as to delete your own data in My profile/My candidate profile/ Delete Profile/ Delete all data.

4. Special categories of Personal Data about you

Depending on your jurisdiction and applicable laws, we may collect certain sensitive Personal Data about you, such as health data or information relating to disabilities, and, where permitted under applicable laws, criminal records,, if required for specific roles. Moreover, we may process such sensitive Personal Data to consider whether we need to provide appropriate adjustments during the recruitment process, for example whether accommodations need to be made to enable our candidates to apply for jobs with us, to be able to take online/telephone assessments, to attend interviews/assessment centers and to prepare for starting at the company (if successful). We are committed to providing equal employment opportunities for individuals with disabilities or religious observances, including reasonable accommodations when necessary. To this extent, we may also process sensitive Personal Data where it is necessary to ensure that we comply with our regulatory obligations with regard to employment , or where such processing is carried out with your explicit consent, where required under applicable laws to ensure meaningful equal opportunity monitoring and reporting, to comply with other applicable legal or regulatory requirements. We will process such sensitive Personal Data only to the extent necessary and in accordance with applicable data protection laws, including the UAE Personal Data Protection Law (PDPL), and will implement appropriate safeguards to protect such data.

5. How is your Personal Data collected?

We collect personal information about Website users and candidates from the following sources:

- ✓ Directly from you, the Website user and/or candidate, either through the Website or other channels through which you submit application materials (such as by email or career fairs);
- ✓ When you visit our Website, we capture information automatically through cookies, web beacons and similar technologies. More information regarding our use of cookies and other tracking technologies, as well as how you can manage these, can be found in the Cookie Notice available on the relevant website.
- ✓ Via third-parties, such as recruitment agencies and your referees
- ✓ Where available, we may collect personal data about you through publicly available sources, such as professional networking sites and general market research.

6. Purposes and Legal Basis for Processing Personal Data

We will use the Personal Data we collect about you to:

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a. allow you to benefit from the features offered by the Website

We will provide you with the functionalities offered by the Website, including the ability to browse and apply for job openings, find and receive recommendations for job openings that may be well suited for you, learn more about Beko, and operate and navigate the Website. We will process your Personal Data on the basis of its legitimate interest to maintain and improve the Website functionalities,the users' interaction experience, and the effectiveness of Beko's HR program, which will be appropriately balanced with your interests in accordance with applicable data protection laws, including the UAE Personal Data Protection Law (PDPL), and, where required, based on your consent or other lawful grounds permitted under such laws.

b. allow you to create your account and apply for a job with us

We will assess your skills, qualifications and suitability for the work and role you apply for by creating your account and populating your candidate profile. We may pre-populate aspects of your candidate profile by using data extracted from the CV you upload. We will process your Personal Data to decide whether to contact you, invite you for an interview, or carry out any other recruitment and hiring activities. If we decide to further consider or offer you a role, we may send you follow-up communications and take up references before confirming your appointment. Without prejudice to any legal obligation for the above purposes, we will process your Personal Data to take steps at your request prior to entering into a potential employment relationship, and otherwise in accordance with applicable data protection laws, including the UAE Personal Data Protection Law (PDPL), and, where required, based on your consent or other lawful grounds permitted under such laws. **c. keep you updated on open positions that match your profile.**

We send communications via email to update you on job positions that may be of your interest based on your candidate profile. We will process your Personal Data for this purpose based on your consent, where required under applicable data protection laws, including the UAE Personal Data Protection Law (PDPL), and you may withdraw your consent or delete your account at any time. Failure to provide the personal data for this purpose will result in you not receiving communications about new job offers and not being considered for future recruitment processes.

If you provide us with the Personal Data of third parties (such as information relating to your referees; information relating to other job applicants, when you made referrals and shared other candidates' CV with us), you must ensure that you notify the relevant third party before sharing their Personal Data with us by showing them this Privacy Notice, explaining that their Personal Data will be processed in accordance with it , and you confirm that you have a lawful basis to share such data, including obtaining their consent where required under applicable laws.

d. other recruitment and (if you are offered a role) hiring related activities

We will assess your skills, qualifications, and interests against our current opportunities; collect relevant and publicly available information regarding you from professional networking platforms (e.g. from LinkedIn and other similar sites); to the extent permitted under applicable laws; verify your information and carry out appropriate reference checks or background checks (where permitted under applicable laws and, where required, based on your consent) if you are offered a job; assist you upon request with issues related to immigration or permits; and conduct other activities related to recruiting or (if you are offered a role) hiring processes. We will process your Personal Data to take steps at your request prior to entering into a potential employment relationship, to comply with our legal obligations (such as processing information relating to your nationality or visa status to comply with immigration and employment laws), and otherwise in accordance with applicable data protection laws, including the UAE Personal Data Protection Law (PDPL), and, where required, based on your consent or other lawful grounds

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permitted under such laws. Failure to provide the Personal Data for these purposes may result in us being unable to process your application or extend you an offer of employment.

The above purposes will be implemented, among others, within the framework of the following principles:

Surveys

As part of our recruitment process, we may use the "**Qualtrics"** platform, managed by Arçelik A.Ş., to gather your feedback regarding your recruitment process.

While the survey is designed to be anonymous, we have signed a Data Processing Agreement (DPA) with the provider to address any potential risk of indirect identification and to ensure compliance with applicable data protection laws, including the UAE Personal Data Protection Law (PDPL). The local companies involved in the recruitment do not have access to this data.

Any personal data that may be collected through the surveys on the Qualtrics platform will be processed based on your consent, where required under applicable laws, and otherwise in accordance with applicable data protection laws. The purpose of such processing is to understand candidates' needs and expectations and to improve the overall recruitment experience. Participation in this survey is voluntary. At any stage prior to submission, you can choose to not submit your responses. Failure to provide data will not result in any negative consequences for your recruitment application.

Assessment of English Proficiency

We may use the **ITEP (International Test of English Proficiency)** platform managed by Arçelik A.Ş. for the objective assessment of your English language skills. The purpose of the test is to verify that you possess the language competencies necessary to perform the duties of the position for which you are applying. The test evaluates key skills such as reading comprehension, listening, speaking, writing, and grammar through multiple-choice questions,

For this assessment we process your personal data, through written, visual, electronic, and other means, before or during the test, in accordance with applicable data protection laws, including the UAE Personal Data Protection Law (PDPL), and, where required, based on your explicit consent:

- personal data required for us to register you in ITEP platform and send you an exam invitation (Name, and Surname, and Email Address)
- Personal data that you provide through ITEP platform : Name and surname, Email address, Phone number, Date of birth, Educational level, Gender, Native language, Country of residence; during registration or testing, and, where applicable and with your consent, webcam images, voice recordings, and video may be collected: photographs; recorded spoken responses; and audio of your speaking ability for certain language tests if you allow ITEP access to your microphone or camera.
- Your English test results and details;
- IP address, device/browser characteristics

Where visual or audio data (including recordings) are processed, such processing will be carried out only with your explicit consent, where required under applicable laws.

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Your Personal Data, including your test results, will be processed solely for recruitment purposes and to assess your suitability for the role, in accordance with applicable data protection laws, and, where required, based on your consent or other lawful grounds permitted under such laws.

Your data will be processed solely for recruitment purposes, in particular to:

- Verify your identity for the purpose of ensuring the security and accuracy of the exam results;
- Objectively assess your English language proficiency.
- Verify that you meet the formal language requirements of the position.
- Standardize the assessment process and enable a fair comparison of candidates' competencies.
- Streamline the recruitment process by efficiently confirming qualifications.

Access to your test data is granted to recruiters from Beko Europe affiliated entities and other local entities involved in your recruitment process. Their permissions are limited to creating test requests and reading your results. They cannot adjust server settings or data retention rules, and access is granted on a need-to-know basis and subject to appropriate confidentiality obligations.

Assessment of competencies, cognitive abilities and motivations

We use the Korn Ferry platform managed by Arçelik A.Ş. for a comprehensive assessment to create a candidate profile, applying consistent measurement criteria for Competencies, Traits, Drivers, and Cognitive Ability.

We do not use the assessment scores generated based on the candidate's responses to determine a candidate's progression to subsequent stages. Instead, all candidates advance regardless of their scores, and the candidate profile is used to highlight strengths and areas for development, which can be further explored during interviews. Recruiters review each profile to prepare targeted interview questions based on the assessment insights.

The processing of your personal data (including your first name, last name, email address and test/assessment results) for this assessment is carried out to evaluate your suitability for the role and support recruitment decisions, in accordance with applicable data protection laws, including the UAE Personal Data Protection Law (PDPL), and, where required, based on your consent or other lawful grounds permitted under such laws.

System Provider (Korn Ferry): Acts as a data processor on our behalf. They are responsible for hosting the platform, its technical security, and are contractually bound to protect your data. Korn Ferry personnel have access to data for technical support but are not involved in evaluating candidates or making hiring decisions. Arçelik A.Ş. acts as the operational controller and administrator of the data within the platform, managing its use. Recruiters involved in your recruitment process are authorized to create test requests and view your results to evaluate your application, on a need-to-know basis and subject to appropriate confidentiality obligations.

We may also process the Personal Data as we believe necessary and in accordance with applicable data protection laws, for the following purposes:

(1) if we determine a policy violation has occurred, to enforce our rights, or to enforce agreements;

(2) if we believe such processing is necessary to identify, contact, or bring legal action regarding the rights and property of our group company or its affiliates;

(3) to enforce our rights or protect against unauthorized access to our systems or other inappropriate use of our services, products, or other services;

(4) to comply with laws, regulations, court orders and subpoenas or similar requests for information by authorities;

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(5) to protect your safety and the safety of others;

(6) to assist us in fraud prevention or investigation, all on the basis of its legitimate interest in the continuation of its commercial activities and the protection of its rights.

In each case, based on applicable legal obligations or other lawful grounds permitted under such laws.

7. Automated decision-making

As part of our recruitment process, we use an automated assessment tool provided by Korn Ferry to generate questions based on the selected Success Profile for the relevant role; recruiters can select a predefined Success Profile or create a custom one by choosing the competencies relevant to the company's recruitment policy. However, the system does not automatically advance or reject candidates based on this score, which is only one component of a comprehensive evaluation process. The overall fit score and underlying profile is used as one part of the assessment process. Final progression or rejection decisions remain with the recrutining teams, who review the assessment results alongside interviews, qualifications, experience, and other relevant information in accordance with applicable data protection laws, including the UAE Personal Data Protection Law (PDPL), and the company's recruitment policy.

No decisions producing legal or significant effects on you are based solely on automated processing. Human review and assessment are involved at all stages of the recruitment process.

8. Who will have access to your data?

Depending on the Job Application Process you choose, we will access your Personal Data on a need-to-know basis, in accordance with applicable data protection laws, including the UAE Personal Data Protection Law (PDPL).

If you applied through an online registration form (e.g., the Success Factors tool), the following persons will actively participate in the recruitment process (e.g. by viewing your data):

1. If you select the option "Make my profile visible to only recruiters managing jobs I apply to", the local HR team of the company you are applying for and manager/s responsible for the position you are applying for will have access to your data.
2. If you select the option " Make my profile visible to all group companies in my country of residence", the local HR teams of all group companies in your country and the managers responsible for the open positions in those entities, will have access to your data.
3. If you select the option "Make my profile visible to all group companies worldwide", the local HR teams of all group companies worldwide and the managers responsible for the open positions in those entities, will have access to your data, subject to appropriate safeguards and in compliance with applicable data protection laws.

In addition to that, the following teams may have access to your data, strictly on a need-to-know basis and subject to confidentiality obligations:

a) Relevant Talent Acquisition HR team of Arçelik A.Ş. (regardless of the active role in the selection of the candidate in accordance with points 2-3) may have access (in all cases stated above – point 1-3) to support the recruitment process, including supervising compliance with legal requirements and internal

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organizational and reporting rules;

b) Relevant HR teams and hiring managers of Arçelik A.Ş., when their intervention is required in the recruitment process;
c) Employees (e.g. IT) of Koç Holding A.Ş. and Arçelik A.Ş.: IT support and IT team managing account of the recruitment tool / platform (who may have limited and controlled access to all recruitment process);
d) Relevant Legal and Compliance teams of Koç Holding A.Ş., Arçelik A.Ş. and Beko Europe: in exceptional cases, e.g., the need to verify the recruitment in terms of compliance with the law.

9. Why might we share your Personal Data with third parties?

We may have to share your personal data with third parties, in accordance with applicable data protection laws, including the UAE Personal Data Protection Law (PDPL), and only to the extent necessary for the purposes described in this Privacy Notice:

Referees (external recommendations)

In the context (and for the purposes) of your job application process with us, we will contact and discuss your previous experience and performance with any person you indicated as referees. This may involve the transfer of some of your Personal Data to these persons.

Referrals (internal recommendations within our Group Companies)

In the context (and for the purposes) of your referral's job application process with us, we will contact and discuss previous experience and performance with the candidate you recommended.

Service providers

We may transfer your Personal Data to companies that provide services to us in connection with the job application process, such as IT providers for the purposes of system development and technical support or providers of on-line recruitment tools.

Business partners

We may disclose your Personal Data to our business partners if it is necessary for the Job Application Process, such as consultants in recruitment process and recruitment agencies, job fairs, universities and companies contracted to carry out background checks on our behalf, in accordance with applicable laws and, where required, based on your consent or other lawful grounds.

Third parties where required by law

We may disclose your Personal Data to a third party if it is necessary to comply with a legal obligation or the decision of a judicial authority, a public authority or a government body, or if disclosure is necessary for national security, law enforcement or other issues of important public interest.

Third parties in connection with a business sale

If we make a sale or transfer of assets or are otherwise involved in a merger, joint venture, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings), we may transfer your Personal Data to one or more third parties as part of that transaction.

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Other third parties with your consent

We may also share your Personal Data with other third parties where you have provided your consent, where required under applicable data protection laws, including the UAE Personal Data Protection Law (PDPL).

All our third-party service providers are required to take appropriate security measures to protect your personal data in accordance with applicable data protection laws and our internal policies. We do not allow our third-party service providers to use your personal data for their own purposes. We only permit them to process your personal data for specified purposes and in accordance with our instructions.

10. Joint controllership details

Joint controllership applies to the cases indicated in point 1 above. The scope and rules of access under joint control are described in point 8 above.

"other companies" means Beko affiliated entities stated in point 1 above and Koç Holding A.Ş.

Applicable Data Protection Obligations (including GDPR, where applicable, and the UAE Personal Data Protection Law (PDPL)	**Responsible**
Art. 5 Data retention and deletion	Data stored in recruitment tools / platforms: Arçelik A.S. or Koç Holding A.Ş, Data stored outside recruitment tools/ platforms: Each party with respect to their candidates
Art. 5 Deciding on the scope of the data obtained	Arçelik A.Ş. in consultation with other companies - joint controllers
Art. 6 Requirement of the legal basis	Arçelik A.Ş. in consultation with other companies - joint controllers
Art. 13-14 Providing information on Joint Processing of Personal Data	Arçelik A.Ş.
Art. 12 and 15-22 Rights of the data subject with regard to the Personal Data processed by Joint controllers	Arçelik A.Ş. creates and operates a communication channel with the data subject. Each party with respect to their candidates receives, responds to the request and implements it. Relevant Legal and Compliance teams of Arçelik A.Ş. in exceptional cases, when their intervention is required.
Art. 30 Records of processing activities	Each party with respect to their candidates
Art. 26 (2) Making available the essence of this Joint controlling agreement	Arçelik A.Ş.
Art. 28 Data processing agreement with IT	Arçelik A.Ş. or Koç Group, depending on IT system
Art. 32 Security of processing	Data stored in recruitment tools / platforms: Arçelik A.Ş or Koç Group, depending on the tool (technical aspects); Each joint controller - informing employees about the principles of safe use of the platform Data stored outside recruitment tools/ platforms: Each party with respect to their candidates

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Art. 33-34 Notification of a personal data breach to the supervisory authority and to the data subject	Each party with respect to their candidates

Notwithstanding the arrangements referred above, the data subject may exercise his or her rights under applicable data protection laws towards each of the controllers.

11. Transfers of information outside your country of residence

Considering the entities that will have access to your data, including third parties, please be aware that your data may be transferred outside your country of residence or citizenship. Specifically, recipients of your personal data may be located in countries outside the United Arab Emirates, the European Economic Area (EEA), the UK, or your country of residence, which may have different data protection laws compared to those in your country.

In particular, your Personal Data may be transferred to our affiliated Companies, including Arçelik A.Ş. and Koç Holding A.Ş., both located in Turkey, in accordance with applicable data protection laws, including the UAE Personal Data Protection Law (PDPL), and, where applicable, based on standard contractual clauses approved by the European Commission and incorporated within an intra-group data transfer agreement.

Before transferring your Personal Data outside the United Arab Emirates, the EEA, the UK or your country of residence, as applicable, we will adopt safeguards to ensure that such data will be afforded the same level of protection in accordance with applicable data protection laws, including the implementation of contractual safeguards, organisational measures, or reliance on legally recognised transfer mechanisms, as required under such laws. Where applicable, including the standard contractual clauses adopted by the European Commission. You can obtain a copy of these clauses by contacting us using the form provided in the "***How to contact us***" section.

12. Keeping your Personal Data secure

We have put in place appropriate security measures to prevent your Personal Data from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your Personal Data to those employees, agents, contractors and other third parties who have a business need-to-know. They will only process your Personal Data on our instructions, and they are subject to a duty of confidentiality.

We have also put in place procedures to deal with any suspected data security breach and will notify you and the UAE Data Office or any other competent authority of a suspected data security breach whenever we are legally required to do so under applicable laws.

13. How long we keep your Personal Data

As part of our data deletion policies, we consider the data deletion requirements of various jurisdictions. In this context, we have processes in place to ensure that your personal data will be deleted or anonymized when it is no longer necessary to fulfil the purpose for which it was stored, unless retention is required or permitted under applicable laws, or where the application has been withdrawn by you or you have deleted your account or requested its deletion.

If your application is successful and you are offered an employment with us, your personal data will be transferred to an employee personnel file and will be processed and retained in accordance with applicable law and the applicable employee privacy notice, which will be provided to you.

Data obtained during background checks will also be retained only as long as necessary for the purposes outlined above and in compliance with relevant legal requirements.

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Your profile may also be updated, or data may be retained due to ongoing litigation, requests from competent authorities, or other applicable legal provisions.

For more information on the applicable retention periods, please contact us using the form provided in the "***How to contact us***" Section below.

14. Your rights in connection with your Personal Data

Subject to applicable laws, including the UAE Personal Data Protection Law (PDPL) and, where applicable, other data protection laws, you may have the following rights in relation to your Personal Data:

- **be informed** on the purposes and methods of the processing of your Personal Data
- **request access** to your Personal Data (commonly known as a "**data subject access request**"). This enables you to receive a copy of the Personal Data we hold about you
- **request the update or correction** of your Personal Data that is incomplete or inaccurate
- **object to processing** of your Personal Data on grounds relating to your particular position where we are relying on legitimate interests (or those of a third party). In some cases, we may demonstrate that we have compelling legitimate grounds to process your information which override your rights and freedoms
- **request the restriction of processing** of your Personal Data. This enables you to ask us to suspend the processing of Personal Data about you, for example if you want us to establish its accuracy or the reason for processing it.
- **receive in a structured, commonly used and machine-readable format** Personal Data concerning you and provided by you, as well as to transmit those Personal Data to another party (commonly known as a "**right to portability**").
- **request erasure** of your personal data. This enables you to ask us to delete or remove personal data where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal data where you have exercised your right to object to processing.
- **obtain information about third parties** with whom your data has been shared.
- **withdraw given consent** to the processing of your Personal Data at any time, as follows:
  a) contacting us (details: point below);
  b) via recruitment platform: You also have the option to delete your data via My Profile/My Candidate Profile/Delete Profile/Delete All Data.
  Withdrawal of consent does not affect the lawfulness of the processing that was made on the basis of consent before its withdrawal.
- **not be subject to a decision based solely on automated processing** which produces legal effects or review such decisions made solely based on automated processing of Personal Information.

We may need to request specific information from you to confirm your identity and ensure your right to access your Personal Data (or to exercise any of your other rights). This is another appropriate security measure to ensure that Personal Data is not disclosed to any person who has no right to receive it.

Without prejudice to any administrative or legal remedy, you also have the right to lodge a complaint to the UAE Data Office, or any other competent authority, as applicable, if you believe that processing of your data breaches the Data Protection Laws

Where available, these rights (as well as any other right provided under relevant Data Protection Laws) may be exercised by using the form provided in the "***How to contact us***" section below.

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15. Third-party websites and content

Third parties, whose sites you may visit after clicking on a link from the Site, may have less stringent privacy policies. We do not have control over these policies and urge you to read their privacy statements before providing any personal data to such sites. More information on how we use cookies and other tracking technologies and how you can control these, can be found in the Cookie Notice on the relevant website.

16. Cookies and other tracking technologies

We or our service provider(s) may use cookies, web beacons, log files and similar technologies on Website. An web beacons is an electronic image that allows us to count users who have accessed particular content and to access certain cookies. A log file is a file that record web activity and gather non-personal statistics about your visit to or use of our web sites. A cookie is a small file that is downloaded on your device when you access a webpage on the Site. The cookie contains information about you and your visit to our Site. Cookies are widely used to make websites work, to distinguish unique users, and learn how users interact with the websites.

More information regarding our use of cookies and other tracking technologies can be found in the Cookie Notice available on the relevant website.

17. Manage your cookies

You can change your browser settings anytime so that cookies are not accepted. You can learn more about how to block cookies by visiting http://www.allaboutcookies.org/. Please note that if you block cookies completely, many websites will not work properly and some functionality on our Sites will not work at all.

More information on how you can manage your cookies can be found in the Cookie Notice available on the relevant website.

18. How to contact us

If you have any questions about how we use your Personal Data or this privacy notice in general, please contact us using this form.

Should you wish to file a complaint, you may also reach out to the appropriate data protection authority as outlined in the 'Supervisory Authorities' section below.

You can also use this form to contact and ask for information about the DPO (Data Protection Officer) or LPR (Local Privacy Responsible) where applicable , for matters relating to data protection compliance within the Group.. This is a common contact point for all joint controllers. If you want to contact a specific company within the Group, write to us and we will send you the contact details of that company.

If you are located in the United Arab Emirates, you may also have the right to lodge a complaint with the UAE Data Office, in accordance with the UAE Personal Data Protection Law (PDPL).

Where the processing of your Personal Data is subject to the laws of the European Economic Area or the United Kingdom, you may have the right to lodge a complaint with the competent supervisory authority in the relevant jurisdiction.

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For the purposes of Article 27 of the GDPR, where applicable, the controller's representative in the European Economic Area is:

Beko S.A.
366 Puławska St.
02-819 Warsaw, Poland

You can contact the data controller (address stated above) directly or the representative at the e-mail address representativegdpr@beko.com

19. Supervisory Authorities

The UAE Data Office established pursuant to the UAE Personal Data Protection Law (PDPL) is the competent authority responsible for overseeing the application of data protection laws in the United Arab Emirates. The UAE Data Office is responsible for supervising compliance with applicable data protection legislation, issuing relevant guidance, and handling complaints relating to the processing of personal data.

Data Subjects may submit complaints or inquiries regarding the processing of their personal data to the UAE Data Office in accordance with applicable laws and procedures.

Where the Company processes personal data subject to foreign data protection laws, including those applicable within the European Economic Area or the United Kingdom, Data Subjects may also have the right to lodge complaints with the competent supervisory authority in the relevant jurisdiction, in accordance with the applicable laws of such jurisdiction.

20. Changes to this Privacy notice

We keep this Privacy Notice under regular review. We may update this privacy notice from time to time to reflect changes to our privacy practices. Any changes to our privacy notice will be posted in the tool. We encourage you to periodically review our Privacy Notice for the latest information on our privacy practices.

This Privacy notice was last updated on **21.07.2026**.

Sensitivity: Public