

WATERNET PDP LAW CANDIDATE CLARIFICATION TEXT

As Waternet Inc. (Company), with the title of the data holder, we hereby inform you that your personal data will be recorded, stored, preserved, reorganized, and shared with the competent authorities entitled to request these personal data by law within the scope of our commercial relations and job interviews to be conducted with you, limited and proportionate to the purpose of processing, and may be transferred to domestic or foreign third parties by the conditions envisaged by the Personal Data Protection Law (PDP Law), and may be classified and processed in other ways specified in the PDP Law.

YOUR PROCESSED PERSONAL DATA

The personal data that may be subject to our processing for job candidates are as follows, without limitation. Much of this information is obtained from the CVs you have left on employment platforms (career, yenibiriş, etc.):

- Identity Information (Name, surname, gender, Turkish Republic ID number, nationality, marital status, place and date of birth, etc.)
- Contact Information (Phone number, address, email address)
- Education Information (Educational status, education and skills, details of certificates and diplomas, last school graduated and graduation year)
- Financial Information (Financial and salary details)
- Visual Data (ID photo, Closed-circuit security camera images)
- Current and Previous Employment Information (Job title, CV, candidate application forms, last company worked)
- Special Qualified Personal Data (Physical or psychological illness, disorder, disability, contagious disease status)
- Auditory Data (Call Record)
- Other (Security Information, Military service status, deferment certificate and duration, signature, criminal record, and other information that may be included in the CV)

WHY DO WE COLLECT YOUR PERSONAL DATA?

We request the data mentioned above from you for the following reasons:

- Execution of processes envisaged by the laws.
- Fulfillment of the legal obligations of the Company within the relevant legislation framework.
- Execution of the possible employment contract that may arise between you and the Company.
- Ensuring the legitimate interests of the Company, always prioritizing your rights

PURPOSES OF PROCESSING YOUR PERSONAL DATA

The Company processes your personal data for the following purposes and legal reasons, which are not limited to these:

- Inviting candidates for interviews and conducting interviews, meeting requests from administrative and official authorities, ensuring internal security,
- Making decisions about the employment of candidate employees, and especially:
- Research, observation, and recording of the experiences, education status, and competencies declared by the person during job interviews,
- Determination of the suitability of the education, qualifications, and skills of the candidate employee to the conditions of the relevant department to which they will be assigned,

- Examination of the candidate employee's public information to identify specific risks related to certain functions connected to the job.

For the administration of the Company and the conduct of its activities:

- If employment does not take place after the interview, calling the candidate for a suitable position in the future,
- Execution, registration, and improvement of recruitment processes,
- Ensuring the efficiency of human resources management.

Your personal data will be retained for the maximum period required by the relevant legislation or for the purpose they are processed for, and in any case, for the statutory limitation periods.

YOUR RIGHTS UNDER ARTICLE 11 OF THE PDP LAW

Under Article 11 of the PDP LAW, provided that you prove your identity, you have the right to:

- Learn whether the Company is processing your personal data and request information if processed,
- Learn the purpose of processing your personal data and whether they are used following this purpose,
- Learn whether your personal data are transferred abroad or domestically and to whom they are transferred.

Additionally, you have the right to request the correction of your incorrect or incomplete personal data and to be informed about the recipients to whom the data has been transferred or may have been transferred.

You can request the erasure and destruction of your data from the Company within the framework of the conditions specified in Article 7 of the PDP LAW. At the same time, you can request that the third parties to whom the data have been transferred or may be transferred be informed about the deletion and destruction of the data.

If your personal data analysis results, created solely by an automatic system, are contrary to your interests, you have the right to object.

If you suffer damage due to the unlawful processing of your personal data, you can request compensation.

EXCEPTIONS TO THE RIGHT OF APPLICATION

Following the Article 28 of the Personal Data Protection Law, personal data subjects will not be able to assert their rights in the following matters:

- Processing of personal data for research, planning, and statistics purposes by rendering them anonymous through official statistics,
- Processing of personal data for artistic, historical, literary, or scientific purposes or within the scope of freedom of expression, provided that they do not violate national defense, national security, public security, public order, economic security, privacy, or personal rights or constitute a crime,
- Processing of personal data by public institutions and organizations authorized by law to ensure national defense, national security, public security, public order, and economic security, or for preventive, protective, and intelligence activities carried out by law,
- Processing personal data by judicial or enforcement authorities in connection with investigation, prosecution, trial, or execution procedures.

Following the Article 28/2 of the Personal Data Protection Law, except for requesting compensation for damage, personal data subjects will not be able to assert their rights in the following cases:

- The necessity of processing personal data for the prevention of crime or the investigation of crimes,
- Processing of personal data that has been made public by the data subject,
- Processing of personal data by public institutions and organizations or professional organizations that are authorized to carry out regulatory or supervisory duties or for disciplinary investigation and prosecution,
- Necessity of processing personal data for the protection of the economic and financial interests of the state regarding budget, taxation, and financial matters.

Your requests in your application will be concluded within a maximum of thirty days free of charge, depending on the nature of the request. However, if the process requires an additional cost for the Company, a fee may be charged according to the tariff determined by the Personal Data Protection Board. You should fill out the application form found on the Company's website (<https://www.waternet.com.tr/pdp>) regarding processing your personal data and deliver it to us as specified in the form.

CONTACT INFORMATION

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