

Data Privacy Information Assessment Center (AC) and Development Center (DC)

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The following information is intended to give you an overview of the processing of your personal data as part of carrying out Assessment Centers (ACs) and Development Centers (DCs) in international entities and your rights under data protection law.

1. What is your data processed for (purpose of processing) and on what legal basis?

Personal data are required and processed for the performance of ACs and DCs and the fulfillment of the associated contractual obligations. The data is processed in accordance with the provisions of the European General Data Protection Regulation (GDPR). The legal basis for the processing of your personal data within the frame of ACs and DCs is Art. 6 para. 1 a (for DCs) and 1 b (for ACs) GDPR.

Objectives of Assessment Centers (ACs)

At Deutsche Telekom AG, hiring managers can order assessment centers to obtain additional information about internal or external candidates to assist in their hiring decisions. These ACs provide additional information about the candidate's competencies using Deutsche Telekom AG's (DT AG) competency model. The results of the ACs are not binding for the manager's hiring decision.

Objectives of Development Centers (DCs)

The aim of the DCs is to identify the strengths and development areas of employees with potential in good time in order to create a development plan that fits the employees' needs. In this way, DCs support the medium-term succession planning of various positions.

2. Which data are processed?

The following data are collected and processed by the HR departments of DTAG. They may be used for preparing / conducting the AC / DC-procedure and for quality assurance purposes, taking into account the relevant Workers Council Agreement (WCA).

- General personal data (name, date of birth, e-mail address, gender)
- CV
- Result of the LQGs (suitable, suitable with need for development, not suitable)
- Result report (including evaluation of leadership and management competencies using DT AG's competency model and areas of development)



3. Who will get access to my data?

Within Deutsche Telekom, only those departments will have access to your data that need those data to fulfill our contractual and legal obligations. Service providers and vicarious agents working for us may also receive data for these purposes. If such partner companies come into contact with personal data of our employees, this takes place within the scope of a so-called contract data processing, which is expressly provided for by law (§ 28 of the GDPR). Deutsche Telekom remains responsible for the protection of your data even in this case.

When working with your data, the partner must follow our instructions at all times. To ensure that this is the case, we have put in place strict contractual regulations and carry out technical/organizational measures and extra checks. Our partners are companies from the following categories: HR service providers, advising and consulting, service providers for the implementation of aptitude diagnostic procedures.

The following parties receive your general personal data (see 2.)

- Deutsche Telekom Services Europe (DTSE) for organizing the ACs and DCs
- DT AG Talent Acquisition and Sourcing (TAS) in order to moderate and take over product responsibility (internal) and, if applicable, the external providers TAS uses for moderation
- Party commissioning the procedure
- Observers of the DTAG
- Local workers council (WC), if necessary

The following parties receive the results of the AC/DC, (taking into account the relevant Workers Council agreements (WCA):

- Party commissioning the procedure
- The hiring HR-BP and the WC if applicable
- TAS for quality assurance purposes
- DTSE Dispatching and TAS in order to manage and store the data

The following parties receive the result report created by the moderator (taking into account the relevant WCA):

- Party commissioning the procedure
- If appropriate, the hiring HR-BP
- DTSE Dispatching and TAS in order to manage and store the data

4. How long will my data be stored?

Your personal data will be processed and stored as long as it is necessary for the fulfillment of our contractual and legal obligations.

The general personal data (see 2.) and the results of the ACs or DCs are stored in TAS in compliance with the applicable data protection regulations. The data will be deleted

automatically after a period of 24 months at the latest. Your result report will be deleted automatically after 6 months at the latest.

5. Is data transmitted to a third country?

As a matter of principle, your data will be processed in Germany and other European countries. If, in exceptional cases, your data are also processed in countries outside of the European Union (i.e. in so-called third countries), this is permissible if the European Commission has decided that third country ensures an adequate level of protection (Article 45 GDPR). If the Commission has not made such a decision, Deutsche Telekom or the service provider may transfer personal data to a third country only if appropriate safeguards are provided for an adequate level of protection. Deutsche Telekom uses the standard data protection clauses recognized by the European Commission as a safeguard, and our Binding Corporate Rules Privacy for data transfer within the Group. You can find both of them at: www.telekom.com/en/corporate-responsibility/data-protection-data-security/news/laws-and-corporate-rules-443956

6. What data protection rights do I have?

- a) Right to request information (on the categories of the personal data processed, the purposes of the processing, any recipients of the data, the envisaged storage period)
- b) Right to request that inaccurate or incomplete data be rectified or supplemented
- c) Right to withdraw consent at any time with effect for the future
- d) Right to object in the case of data processing on account of legitimate interests
- e) Right to request that data be erased, provided that
 - the data is no longer required for the intended purpose and/or is being unlawfully processed, or
 - you withdraw consent (unless there is another legal ground for the processing), or
 - in the case of data processing on account of legitimate interests you object to the processing and there are no overriding legitimate interests for the processing, or
 - data has been unlawfully processed, or
 - the personal data has to be erased for compliance with a legal obligation.
- f) Right to demand under certain circumstances the restriction of data processing where erasure as per e) is not possible or the erasure obligation is disputed
- g) Right to data portability subject to the conditions of Art. 20 of the GDPR
- h) Right to lodge a complaint with the responsible data protection supervisory authority regarding the processing of data.

7. Is there an obligation for me to provide data?

As part of the ACs and DCs, you must provide personal data which are required for the execution of the centers and the fulfillment of related contractual obligations, or which we are legally obliged to collect.

8. Who is responsible for data processing, and whom can I contact?

The Deutsche Telekom company with which you have an employment contract or to which you are applying is responsible for data.

If you have any questions about the processing of your data within the ACs and DCs, please contact Julia Stein, TAS: hr-diagnostics@telekom.de.

Data Privacy Officer at Deutsche Telekom AG is Dr. Claus D. Ulmer, Friedrich-Ebert-Allee 140, 53113 Bonn.

Please find the respective Data Privacy Officer for your own entity here:

<https://yam-united.telekom.com/pages/group-privacy/apps/content/kontakt>