



## Data protection information - Applicant data

With the following information we would like to give you an overview of the processing of your personal data during the application process and your rights under data protection law. General information on data protection at Oberbank can be found on our website.

### 1. Who is responsible for data processing and who can you contact?

The responsible body is:

**Oberbank AG**  
Untere Donaulände 28, A-4020 Linz  
Phone: +43 (0732) 7802-0  
E-Mail: office@oberbank.at

You can reach our data protection officer at:

**Oberbank AG - Data Protection Officer**  
Untere Donaulände 28, A-4020Linz  
Phone: +43 (0732) 7802-0  
E-Mail: datenschutz@oberbank.at

### 2. What data do we process and what sources do we use?

We process the personal data that we receive from you, from personnel service providers or from recruitment agencies as part of the application process and that is relevant. Relevant personal data includes, in particular, your personal details (e.g. title, academic title, name, address, nationality, date of birth, telephone number, email address, work permit if applicable), application data (CV, photo, letter of motivation), qualification data (certificates), etc.

### 3. For what purposes and on what legal basis is your data processed?

Processing will only take place for the purpose of processing your application (inclusion of your data in an applicant database; keeping your applicant data on file in the event that we do not have a suitable position to offer at the moment) and, if necessary, transfer to your personnel file and to carry out necessary measures in connection with the establishment of your employment relationship and subsequently the ongoing employment relationship.

#### 3.1 For the fulfillment of (pre-)contractual obligations (Art. 6 para. 1 lit. b GDPR)

In the event of recruitment, processing is carried out to fulfill pre-contractual measures arising from the service contract.

#### 3.3 On the basis of your consent (Art. 6 para. 1 lit. a GDPR)

If you have given us your consent to process your personal data, it will only be processed in accordance with the purposes specified in the declaration of consent and to the extent agreed therein (e.g. if your application is kept on file for a period of three years). Consent can be withdrawn at any time and independently of each other with effect for the future. The withdrawal of consent does not affect the lawfulness of data processing up to the time of withdrawal.



### **3.4 As part of the legitimate interests (Art. 6 para. 1 lit. f GDPR)**

In individual cases, we process your data in order to protect the legitimate interests of Oberbank AG or third parties. A legitimate interest exists, for example, if your data is required for the assertion, exercise or defense of legal claims in the context of the application procedure (e.g. claims under the General Equal Treatment Act). In these cases, data processing is carried out on the basis of Art. 6 para. 1 lit. f GDPR.

### **Right to object pursuant to Art. 21 GDPR**

You have the right to object, on grounds relating to your particular situation, at any time to processing of personal data concerning you which is based on point (f) of Art. 6 (1) GDPR (data processing on the basis of a balancing of interests). If you object, we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms, or the processing serves the establishment, exercise or defense of legal claims.

## **4. Who receives your data?**

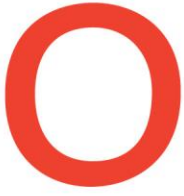
Within Oberbank AG, access to your data is granted to those departments and employees who need it for the purpose of selecting applicants. This includes in particular the Human Resources department and the specialist department for whose position you have applied. In addition, service providers commissioned by us (processors in accordance with Art. 28 GDPR) will receive your data if they are required to fulfill the respective service. These are, for example, companies in the categories back office, IT and data storage in secure data centers. All processors are contractually obliged to treat your data confidentially and to process it only in the context of providing the service.

## **5. Is data transferred to a third country or to an international organization?**

Data is not transferred to bodies in countries outside the European Union (so-called third countries).

## **6. How long will your data be stored?**

If an employment relationship is established, the required data (e.g. contact details, references, information on training and professional experience) will be transferred to the personnel file and the data that is not required will be deleted seven months after the application process has been completed. If we are unable to offer you a vacant position, we will process your personal application data for three years, provided we have your express consent to do so. If you have not given us your consent, we are entitled to retain your application data for seven months after your application has been rejected. Your consent can be revoked at any time with effect for the future by sending an email to [hr@oberbank.at](mailto:hr@oberbank.at). If you withdraw your consent, we will delete your personal data immediately seven months after completion of the application process, or if you withdraw your consent after this period has expired. This does not apply if statutory provisions prevent deletion or if further storage is required for the purpose of providing evidence, e.g. in legal proceedings.



## 7. Do I have an obligation to provide data?

You must provide the personal data required for the decision on the establishment of an employment relationship. If you do not provide us with this data or only provide incomplete data, we will unfortunately not be able to consider your application. You will only be asked to provide special categories of personal data in accordance with Art. 9 para. 1 GDPR (data concerning racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, health, sex life or sexual orientation) if this is necessary for the establishment of the employment relationship or the employment relationship itself at that time. If you have provided "special categories of personal data" in your letter of application or other documents submitted by you during the application process (e.g. a photo that reveals your ethnic origin, information about religious beliefs, etc.), your consent also applies to the processing of this data.

## 8. To what extent is there automated decision-making in individual cases?

No automated decision-making, including profiling, takes place in the application process in accordance with Art. 22 GDPR.

## 9. What data protection rights do you have?

Every data subject has the right of access (Art. 15 GDPR), rectification (Art. 16 GDPR), erasure (Art. 17 GDPR), restriction of processing (Art. 18 GDPR), data portability (Art. 20 GDPR), the right to object to data processing (Art. 21 GDPR) and the right not to be subject to a decision based solely on automated processing, including profiling (Art. 22 GDPR). If you address a data subject right to us, we will request proof of identity from you in cases of doubt. In this way, we can ensure that your data is not passed on to unauthorized third parties and therefore serves to protect you. You can withdraw your consent to the processing of personal data at any time. This also applies to declarations of consent that you gave us before the General Data Protection Regulation came into force. Please note that the revocation only takes effect for the future. Processing that took place before your revocation is not affected. If you believe that the processing of your personal data does not comply with data protection regulations, please contact us so that we can clarify your concerns. Furthermore, you have the right to bring your concerns in connection with the processing of your personal data to a supervisory authority in the EU. In Austria, the supervisory authority is the:

### **Austrian Data Protection Authority**

Barichgasse 40-42, 1030 Vienna

Phone: +43 (01) 52152-0

E-mail: [dsb@dsb.gv.at](mailto:dsb@dsb.gv.at)

## 10. Information on data protection

Current information on data protection at Oberbank AG can be accessed at any time at [www.oberbank.at/datenschutz](http://www.oberbank.at/datenschutz).