

GDPR INFORMATION NOTICE FOR CANDIDATES

Dear candidate,

We thank you for your interest in our company and your willingness to submit your application via our website. To inform you about the processing of your personal data in accordance with the General Data Protection Regulation (GDPR), please take note of the following information:

1. Identity of the data controller:

Proximus Luxembourg S.A, located at Z.A. Bourmicht, 18 Rue du Puits Romain, 8070 Bertrange, acts as the data controller for the processing of your personal data for recruitment purposes.

If you have any questions or concerns regarding GDPR rights, please feel free to contact us at the following address: dpo@proximus.lu

2. Purpose of the data processing:

Your personal data will be processed to ensure the proper management of the recruitment process at Proximus Luxembourg. This data will be used as part of the recruitment and selection process, including conducting interviews and evaluating your skills.

With your consent, Proximus Luxembourg may also send you a newsletter about company updates and potential job openings within the Proximus group.

3. Categories of personal data processed:

The categories of data collected by Proximus Luxembourg to review your application include:

- **Identification data:** name, first name, gender, nationality
- **Contact details:** home address, email address, phone number
- **Data related to your application:** CV, cover letter, diplomas and certifications, professional experience, skills and aptitudes, hobbies, work permits, etc.

In the case of employment at Proximus Luxembourg, the processing of your data will also include: a copy of your ID card, a copy of your driver's license, a criminal record, your CNS number, bank details, and any other information required to formalize and process your onboarding at Proximus Luxembourg.

4. Legal basis for processing:

The processing of your personal data is based on the company's legitimate interest in evaluating and selecting suitable candidates for open positions.

However, with your consent, we may also retain your CV for a period of 2 years and offer you a newsletter on available positions within the company.

5. Data recipients:

Your personal data will be shared with our recruitment team and, if necessary, with the heads of the relevant departments.

Your personal data may also be transferred to Proximus Luxembourg partners involved in the recruitment process.

Proximus Luxembourg partners include, but are not limited to, Webcheck S.A.S, AssessFirst SAS, Berlitz Language and Business Training Sàrl, and Cornerstone OnDemand INC. In some cases, your data may be transferred to partners outside the European Union. Proximus will comply with the legal framework for international data transfers outside the EU, including standard contractual clauses issued by the European Commission and appropriate technical measures (data pseudonymization, partner audits, etc.).

6. Data retention period:

Your data will be retained for a period of 6 months after the recruitment process is completed. If you give your consent, Proximus will retain your application file for a period of 2 years after the recruitment process is completed.

With your consent, Proximus Luxembourg may also offer you a newsletter on company updates and job openings within the Proximus group, which requires retaining your personal data for a period of 2 years.

When you give your consent for data processing, you have the option to withdraw this consent at any time via the following email address: dpo@proximus.lu

7. Your rights:

You always have the following rights regarding your personal data:

- Right to information
- Right of access to your personal data
- Right to rectification

Under certain conditions, you may also have the following rights:

- Right to erasure
- Right to restrict processing
- Right to data portability
- Right to object

To exercise these rights, please contact us at the following address: dpo@proximus.lu

8. Data security:

We take appropriate technical and organizational measures to ensure the security of your personal data.

All application-related data is hosted within our data centers. Additionally, our internal applications are regularly audited for cybersecurity.

We thank you for your attention to this information notice. If you have any further questions regarding the processing of your personal data, please feel free to contact us at the following address: dpo@proximus.lu