bonial

Privacy Note for Applicants

We would now like to provide you with information on the processing of your personal data in connection with your application to us. Bonial processes your personal data as part of the application process in accordance with Art. 4 No. 2 of the General Data Protection Regulation (DSGVO). Bonial refers to Bonial International GmbH. Bonial is the data controller under data protection law within the meaning of Art. 4 No. 7 DSGVO.

Applicant data is processed to fulfill our (pre)contractual obligations in the context of the application process within the meaning of Art. 6 (1) (b) DSGVO in conjunction with Section 26 (1) BDSG.

1. We process the data that are necessary for the application process, as well as data that you have sent us in connection with your application, in order to check your suitability for the advertised position (or other open positions in our companies, if applicable), to carry out the application process and for the purpose of exchanging information between you and Bonial. On behalf of Bonial International GmbH, this application system is operated by Recruitee Gmbh, Grafenberger Allee 277-287, Eingang C, 40237 Düsseldorf, Germany

2. In principle, the following data is collected and processed by us during the application process: First name, last name, e-mail and, if applicable, address/city, date of birth, title, telephone number, citizenship; if applicable; driver's license, resume, if applicable, with a picture, especially information on work experience and education; skills (e.g. Excel, PowerPoint, other software tools); publicly available, job-related data, such as profiles on professional social media networks, qualifications, awards, and language skills; letter of motivation; if applicable. Visa status, enrollment certificate, marital status, files, and documents uploaded by you, if applicable; other data added in the course of the application process, e.g. from queries and subsequently submitted documents.

   Bonial stores the written and electronic communication that takes place between you and us.

3. The legal basis for the processing of your personal data in this application process is primarily § 26 BDSG in the current version. Accordingly, the processing of data required in connection with the decision on the establishment of an employment relationship is permissible. The legal basis

for this is the legitimate interest of Bonial International GmbH pursuant to Art. 6 (1) p. 1 lit. f DSGVO in an effective application process that is as automated and systematic as possible, from which the applicants also benefit through rapid feedback. A corresponding order processing agreement has been concluded with Recruitee GmbH. Data of applicants will be deleted after 6 months in case of rejection. Longer storage periods may result from the fact that the data is necessary for the assertion, exercise or defense of Bonial's legal claims. The data will be stored for as long as is necessary to fulfill these purposes. Details on your rights under data protection law can be found in the data protection information on our applicant tool at: https://recruitee.com/de/privacy-policy#7.

In the event that you have agreed to further storage of your personal data despite rejection, we will transfer your data to our applicant pool. If you do not give us renewed consent to store the data, we will delete your data after 6 months. The legal basis for storing your data beyond the specific application process is your consent pursuant to Art. 6 (1)(a) DSGVO, which you can revoke at any time.

4. We use Recruitee GmbH as a specialized software producer in the application process. This company acts as a service provider for us and may also obtain knowledge of your personal data in connection with the maintenance and servicing of the systems. For details on your rights under data protection law, please refer to the data protection information for our applicant tool at https://recruitee.com/de/privacy-policy#7.

   In addition, we use JOIN Solutions AG, Eichenstrasse 2, 8808 Pfäffikon SZ, Switzerland, as a technical platform for publishing job advertisements and forwarding applications, where an application is submitted via the JOIN platform or via connected job boards. In such cases, JOIN may technically receive, temporarily store and forward applicant data to Recruitee, in particular master data and contact details, application documents such as CVs, cover letters and certificates/references, as well as application metadata. The legal basis for this processing is Section 26(1) BDSG in conjunction with Art. 6(1)(b) GDPR and, additionally, our legitimate interest pursuant to Art. 6(1)(f) GDPR in the efficient publication of job advertisements and the technical forwarding of incoming applications. In this context, JOIN acts as a processor on behalf of Bonial; a data processing agreement has been concluded. Data processing by JOIN takes place

within Europe. Data is deleted from the JOIN platform immediately once the respective vacancy is closed, whether due to a successful hire or for other reasons.

In individual job interviews, we may use the AI-supported meeting assistant Jamie AI Notetaker provided by wespond UG (haftungsbeschränkt), Alte Kölner Straße 25a, 51503 Rösrath, Germany, to support interview documentation. Jamie processes the meeting audio in order to create a transcript as well as a neutral summary and meeting notes of the job interview. The legal basis for the use of Jamie is your consent pursuant to Art. 6(1)(a) GDPR. You are free to decide whether you consent to the use of Jamie. If you do not consent, or if you withdraw your consent at a later stage, this will not result in any disadvantages for you in the application process; the interview will then be conducted without Jamie. You may withdraw your consent at any time with effect for the future; the lawfulness of the processing carried out before the withdrawal remains unaffected. Jamie does not carry out any automated assessment, scoring, ranking or hiring recommendation. The assessment of your application and any hiring decisions are made exclusively by the responsible persons at Bonial. The transcripts, summaries and meeting notes generated in Jamie are deleted after review and transfer of the relevant final interview documentation to our applicant management system, and in any event no later than 14 days after the interview. Jamie acts as a processor for Bonial in this context; a corresponding data processing agreement has been concluded.

5. Your application data will be reviewed by our Talent Acquisition Team upon receipt of your application. Suitable applications are then forwarded internally to the department managers for the respective open positions. At Bonial, only those persons have access to your data who need this for the proper course of our application process.

6. To ensure that we comply with all trade control laws, the prevention of money laundering and/or bribery and corruption, and other legal requirements, we reserve the ight to check your first name and surname against the data on the relevant publicly available and government-issued sanctions lists. The comparison is carried out by a limited group of employees from the relevant HR departments or the Group Compliance department who are obliged to maintain confidentiality. In the event of an initial match, we will use your elsewhere data submitted (e.g. date of birth, nationality, address) to check whether the match

is actually correct. We may also contact you directly for this purpose to obtain further information. For further information, please contact compliance@axelspringer.com.

7. In all other respects, the provisions of the Bonial privacy policy apply, in particular to your rights as a data subject at https://www.bonial.com/de .

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Address
Bonial International GmbH
Hussitenstrasse 32-33
13355 Berlin

Contact
Tel. (+49) (0)30 / 609 896000
info@kaufda.de

Management
Christoph Eck-Schmidt
Karsten Lehmann
Florian Reinartz

Commercial Register
AG Berlin-Charlottenburg
HRB 115393B