**Data protection information - Application Process**

We are delighted that you are interested in applying for a position with us at Weber-Stephen. This data protection information describes how Weber-Stephen companies established in the EU, EEA, UK and Switzerland process your personal data during your application process in compliance with the applicable European data protection regulations.

Please note further information on processing of your personal data in the individual job advertisements.

## I. Controller for the processing of your personal data, Contact Information of the Data Protection Officer

### 1. Controllers

The controller of the processing of personal data in the context of the application process is the Weber-Stephen group company, which is named in the job description as the hiring entity. Within the Weber-Stephen Group, some tasks and services are performed on a collaborative basis. If, in your specific case, the purposes and means of processing your personal data are determined jointly by the hiring company and other group companies, we will inform you separately about the joint controllers involved. Contact details of all Weber-Stephen companies that may process your data as controllers during the application process can be found in **Annex 1**.

If you are applying for or interested in a position with a Weber-Stephen company based in the EU, EEA, UK or Switzerland, you can direct any data protection enquiries and claims under data protection law to our joint privacy management department. You can reach it at

> Weber-Stephen Deutschland GmbH, Privacy Management, Rheinstraße 194, 55218 Ingelheim (Germany), privacy.management@weber.com.

Please indicate which Weber-Stephen company you have applied to. In the case of joint controllership, this department also serves as the joint point of contact. However, you may assert your rights under data protection law in respect of and against each of the controllers.

### 2. Data protection officer

The data protection officer of Weber-Stephen Deutschland GmbH in Germany can be reached at DPO@weber.com.

## II. Purposes of processing, legal basis, categories of personal data

### 1. Review of the application

#### a. General purposes of processing and categories of data processed

We process the data that you have submitted with your application to us in order to review your suitability for the position and to carry out the application process. This also applies to information added during the course of the application process, for example from follow-up queries and subsequently submitted documents. In addition, we process the information provided in the application process, e.g. in telephone interviews, personal interviews or during a visit to a job fair. In individual cases, we may organize and conduct assessment centers (tests and selection interviews) in order to specifically check your suitability for the advertised position, about which we will inform you separately.

We generally process the following categories of data as part of the application process:

- Basic identification data (surname, first name, date of birth);

- Contact details (address, telephone number, e-mail address, etc.);
- Application data such as CV, cover letter, photo, certificates, letters of recommendation and other information and data that you provide to us in addition and share with us in job interviews
- Nationality, work permit, data on health suitability;
- If you wish to make use of special rights for severely disabled persons in the application process, you can indicate your severe disability.

Upon receipt of your application, your application data will be reviewed. Suitable applications will then be made available internally to the hiring department managers responsible for the respective vacant position in order to assess the extent to which you are suitable for the position concerned.

Your application data will be passed to other companies only, if a HR department and/or a hiring manager of another group company is responsible and/or if the advertised position has group-wide dimensions (especially EMEA-wide or global positions) or if you have consented to the transfer in connection with our talent pool (see section 7).

In addition, if applicable, the representative for severely disabled employees may also be involved in filling vacancies. Access is limited to the extent required by law.

**b. Legal basis**

The legal basis for the processing of personal data during the application process is primarily Art. 6 para. 1 sentence 1 lit. b of the EU and UK General Data Protection Regulation (EU-/UK-GDPR). This permits the processing of data required in connection with the decision to establish an employment contract.

In addition, personal data may be processed on the basis of Art. 6 para. 1 sentence 1 lit. f EU-/UK-GDPR, insofar as this is necessary to pursue legitimate interests. As a rule, our legitimate interests consist in being able to design and optimize the application process more efficiently or to obtain additional information about applicants that is relevant to the position. Furthermore, we process your personal data due to legal obligations on the basis of Art. 6 para. 1 sentence 1 lit. c EU-/UK-GDPR in conjunction with the relevant legal obligation. Further information in this regard is provided below.

Insofar as special categories of personal data are processed in accordance with Art. 9 para. 1 EU-/UK-GDPR, this serves the exercise of rights or the fulfillment of legal obligations under labor law, social security law and social protection (e.g. informing the representative for severely disabled persons) as part of the application process. This is based on Art. 6 para. 1 sentence 1 lit. b; Art. 9 para. 2 lit. b EU-/UK-GDPR.

A medical examination is required to fill some positions. In this context, we only receive and process the information as to whether you are suitable or unsuitable. The legal basis for the processing is Art. 6 para. 1 sentence 1 lit. b; Art. 9 para. 2 lit. b EU-/UK-GDPR.

If the controller is based in Switzerland, the lawfulness of data processing is governed in particular by the ‘Datenschutzgesetz‘ and the ‘Datenschutzverordnung’.

**c. Third country transfers within Weber-Stephen group**

Transfers from Weber-Stephen group companies established in EEA, EU, UK and Switzerland to Weber-Stephen group companies established in the USA such as Weber-Stephen Products LLC are based on standard contractual clauses EU/2021/914 between each data exporter and Weber-Stephen Products LLC, which have been supplemented by the UK international data transfer addendum. Weber-Stephen Products LLC thereby guarantees compliance with EU and UK data protection standards.

Transfers from Swiss companies to recipients in the EU, the EEA and the UK are based on adequacy decisions in accordance with Anhang 1 Datenschutzverordnung, https://www.fedlex.admin.ch/eli/cc/2022/568/de#annex_1.

Transfers from companies based in the EU or the EEA to Weber-Stephen group companies in Switzerland or the United Kingdom, such as Weber-Stephen Products UK Limited, are based on the respective adequacy decisions of the EU Commission, https://commission.europa.eu/law/law-topic/data-protection/international-dimension-data-protection/adequacy-decisions_en. With regard to the United Kingdom, the decision EU/2021/1772 applies.

Adequacy decisions establish that an adequate level of data protection exists in the country where the data-importing company is established.

## 2. Management of applications, Registration and use of the recruiting platform

We manage incoming applications using the Workday software, which is also used to operate the online recruiting platform. Applications that do not reach us via the online recruiting platform are entered into the software immediately after receipt by the responsible recruiters from the HR department of the group company posting the vacancy. The legal basis for this is Art. 6 para. 1 sentence 1 lit. f GDPR based on our legitimate interest in making the application process efficient by speeding up processs.

The provider of the software Workday processes personal data only on our behalf. If Workday uses affiliated companies as sub-processors in third countries, Binding Corporate Rules (Art. 47 GDPR), Standard Contractual Clauses EU/2021/914 (Art. 46 GDPR) and, if the companies are located in the USA, certifications of Workday's US companies under the Data Privacy Framework (based on Adequacy Decision EU/2023/1795, Art. 45 GDPR) ensure that a level of data protection corresponding to EU standards is maintained.

### a. Use of the online recruiting platform

We provide you with an online recruiting platform via our website, which you can use to apply to us. The online recruiting platform is used to request information that is required for your application. The fields provided for this purpose are marked with a red asterisk as "mandatory". You can also provide further information on a voluntary basis.

You can create a user account in our online recruiting platform to submit and manage your application and carry out the application process, including communication, via the online recruiting platform and to receive suggestions for suitable vacancies. To register, you must enter an e-mail address and a password, which will be stored in encrypted form by our service provider. If you have created a user account and logged into it, some data from your profile can be used if you wish to apply for other positions. While logged in, you can also view the status of your application, add to the information you have already provided and withdraw individual applications. You also have the option of deleting all data, including your applications. When you delete your data, you also withdraw your current applications. The legal basis for creating a user account is Art. 6 para. 1 sentence 1 lit. b GDPR. It is not necessary to create a user account to participate in the application process.

### b. Technical provision of the online recruiting platform

When you access our recruiting platform, technical information is exchanged between the servers on which our recruiting platform is operated and your end device (computer, tablet, cell phone). The following data is transmitted by your browser and processed by our servers:

- Date and time of the request
- IP address
- Request details and address of the target file
- Name of the retrieved file
- Volume of data transferred and access status (file transfer, file not found, etc.)
- Message as to whether the access / retrieval was successful
- Previously visited website (referrer)
- Browser used, specific browser settings operating system used

Each time a file is accessed or retrieved, data about this process is also temporarily stored in a log file. The log file is kept for for a period of 30 days and then automatically deleted. The legal basis for the

storage of this information is Art. 6 para. 1 sentence 1 lit. f GDPR (legitimate interests: Ensuring IT security and related legal defense and enforcement).

All personal data transmitted via the online recruiting platform is transferred using standard transport encryption mechanisms (SSL/TLS, recognizable by "https" in the address bar of your browser).

Cookies are used when using the online recruiting platform. These are small text files that are stored on the memory of your end device and can be read from there. The cookies used are absolutely necessary in order to make the recruiting platform available to you.

### 3. Pre-Employment Screening ("PES" or background checks)

In certain cases, or if the position for which you are applying involves the performance of highly confidential tasks or personal and/or financial responsibility, it may be necessary to collect and process your data more extensively for the purposes of fraud prevention, the protection of reputation and know-how and the fulfillment of international compliance requirements.

In order to ensure data protection, such additional data processing is based only at the end of the application process. Should the position for which you are applying or your application be affected by such additional data processing, you will be informed separately by us before the start of the PES. You can refuse data processing in the context of PES or object to it at any time. In such a case, however, we may not be able to consider you for the position for which you have applied. The legal basis for the implementation of PES is Art. 6 para. 1 sentence 1 lit. f EU-GDPR. The legitimate interests lie in

- the need for an objective examination of qualifications to select the most suitable candidate,
- fraud prevention,
- overcoming language barriers when assessing foreign documents,
- protection of IT security, reputation and expertise,
- the reduction of liability risks,
- proof of the reliability of managers in tendering procedures and
- the fulfilment of international compliance requirements.

### 4. Terror and sanctions lists check

Names and dates of birth of applicants are checked against relevant sanctions lists, such as anti-corruption lists, watch lists, terror lists and embargo lists. In case of matches application data will be retained. The processing is based on legitimate interests to protect property and business secrets, Art. 6 para. 1 sentence 1 lit. f EU-/UK-GDPR. On the other hand, it may be necessary to carry out a check to fulfill legal obligations, Art. 6 para. 1 sentence 1 lit. c UK-/EU-GDPR in conjunction with EU Regulations 881/2002 and 2580/2001 respectively UK Sanctions and Anti-Money Laundering Act 2018 (SAMLA) and UK financial sanctions lists maintained by the Office of Financial Sanctions Implementation (OFSI), part of HM Treasury.

### 5. Reimbursement of travel expenses

If travel expenses to be reimbursed by Weber-Stephen are incurred, the data processing associated with the settlement is based on Art. 6 para. 1 sentence 1 lit. b, lit. c EU-/UK-GDPR in conjunction with the applicable national regulations.

### 6. Legal defense and enforcement of legal claims

Data of applicants that we do not hire will be deleted on the basis of our legitimate interests (defense and enforcement of legal claims) regularly 6 months after the end of the application process, unless you have consented to a longer storage period. If you withdraw your application, your application documents will be deleted without undue delay. For a period of 6 months from the end of the application process, we will store your notification that you have withdrawn your application based on our legitimate interests (defense against legal claims) for the above-mentioned period. For the aforementioned purposes we may also transfer your personal data to external consultants such as tax

advisors, lawyers or certified public accountants. The legal basis is Art. 6 para. 1 sentence 1 lit. f EU-/UK-GDPR (legitimate interests: defense and enforcement of legal claims).

### 7. Talent pool

With your consent, we will add your application data to our talent pool so that we can consider your application in the event of future vacancies. In addition to the group company to which you have applied, the HR departments and managers from other departments of other group companies may access your application data for the purposes described above at, provided that this is covered by your consent. Data stored in the talent pool will be deleted if you withdraw your consent, but at the latest after three years. The legal basis is your consent, which can be withdrawn at any time with effect for the future, Art. 6 para. 1 sentence 1 lit. a EU-/UK-GDPR. If you consent to the transfer to group companies established in third countries, the legal basis for the transfer is Art. 49 para. 1 lit. a EU-/UK-GDPR. We would also like to point out that these companies have undertaken to maintain a European level of data protection by means of standard contractual clauses, Art. 46 EU-/UK-GDPR in conjunction with EU 2021/914. In addition, the legal bases described in section II, 1, c apply for third-country transfers apply.

### 8. Processing of successful applications

If your application has been successful, a member of the HR team will create a profile in our HR software Workday (see above). In that case, the data you provide to us as part of the application process and, if applicable, the PES report will be transferred to your personnel file and processed for the purpose of implementing the employment relationship. You may also be asked to provide further documents via the online recruiting platform. We will inform you separately about any further processing of your data when collecting data as part of the hiring process. The legal basis is Art. 6 para. 1 sentence 1 lit. b GDPR.

### 9. Reporting

In order to be able to advertise vacancies at Weber-Stephen more efficiently, we collect data on a voluntary basis during the application process e.g. on how you became aware of our vacancies. The legal basis for this is your consent, which can be revoked with effect for the future, Art. 6 para. 1 sentence 1 lit. a EU-/UK-GDPR.

We process application receipt times linked to the title of the advertised position in order to determine the number of applications per position and the time it takes to fill vacant positions. Reports created for this purpose only contain aggregated data that is not personally identifiable. The legal basis is Art. 6 para. 1 sentence 1 lit. f EU-/UK-GDPR (legitimate interest: Improvement of recruiting processes in an efficient manner).

## III. Recipients of data, third country transfers

Recipients of your personal data may be

- Other group companies, if the responsible HR department and/or hiring manager is located in another EU-country and/or if the advertised position has group-wide dimensions (especially EMEA-wide or global positions).
- Providers of cloud software or HR management software, authorities, chambers of trade and industry and commerce, translation service providers, recruitment agencies and service providers for the performance of PES.

If personal data is transferred to Weber-Stephen Products (UK) Limited or Weber Stephen Schweiz GmbH, this is based on the adequacy decision of the EU Commission pursuant to Art. 45 EU GDPR Decision (EU) 2025/1226 for United Kingdom and (EU) 2000/518 for Switzerland. If personal data is transferred to Weber-Stephen Products LLC (USA), this is legally based on standard contractual clauses according to Decision (EU) 2021/914, Art. 46 GDPR.

In addition, we may transfer your personal data to other recipients if you have consented to the transfer or due to a legal obligation, a court order or to support public prosecutor's investigations or other

proceedings to investigating authorities, provided that we are legally obliged to do so. The legal basis is Art. 6 para. 1 sentence 1 lit. c EU-/UK-GDPR in conjunction with the legal obligation or authorization basis applicable in the individual case.

We may also transfer your personal data to external consultants such as tax advisors, lawyers or certified public accountants for the purposes and on the legal basis specified in Section I, 6.

## IV. Origin of the data

Unless otherwise stated we collect your personal data directly from you. To fill vacancies, we also actively search online in professional networks and other freely accessible sources with a clear professional reference for suitable candidates. In this context, we only use data that is publicly accessible from the aforementioned sources and that is absolutely necessary for checking and making contact. We may also receive application data from recruitment consultants or recruitment agencies. The legal basis is Art. 6 para. 1 sentence 1 lit. f EU-/UK-GDPR. Our legitimate interest is to fill vacant positions quickly with suitable candidates.

## V. No obligation to provide personal data; no automated decision-making

The provision of personal data is neither legally nor contractually required. However, the provision of personal data is necessary for the application process. This means that if you do not provide us with personal data when applying, we will not be able to carry out the application process and will not be able to consider you in the future.

Automated decision-making - including profiling - within the meaning of Art. 22 EU-/UK-GDPR does not take place.

## VI. Your rights as a "data subject"

Every data subject has the following rights:

- Right to access (Art. 15 EU-/UK-GDPR)
- Right to rectification of incorrect data (Art. 16 EU-/UK-GDPR)
- Right to erasure (Art. 17 EU-/UK-GDPR)
- Right to restriction of processing of personal data (Art. 18 EU-/UK-GDPR)
- Right to data portability (Art. 20 EU-/UK-GDPR)
- Right to lodge a complaint with a data protection supervisory authority (Art. 77 EU-/UK-GDPR).

Every data subject has a general right to object (see Art. 21 para. 1 EU-/UK-GDPR). In this case, the objection to data processing must be justified. Please note that we may not be able to continue the application process if you object to processing.

If the data processing is based on consent, your consent can be withdrawn at any time with effect for the future. The withdrawal of consent does not affect the lawfulness of processing based on consent before its withdrawal.

To exercise your rights as a data subject against a Weber-Stephen company based in the EU, EEA, UK or Switzerland, please direct it to our joint privacy management department. You can reach it at

Weber-Stephen Deutschland GmbH, Privacy Management, Rheinstraße 194, 55218 Ingelheim (Germany), privacy.management@weber.com.

Please indicate which Weber-Stephen company you have applied to. In the case of joint controllership, this department also serves as the joint point of contact. However, you may assert your rights under data protection law in respect of and against each of the controllers.