

"CLAAS Job Portal" Data Protection Information

Version: 24.11.2021

The following Data Protection Information document outlines how CLAAS KGaA mbH ("CLAAS KGaA") processes your personal information within the scope of the CLAAS job portal.

A. General Data Protection Information

I. Name and Contact Details for the Controller

Controller is:

CLAAS KGaA mbH
Mühlenwinkel 1
33428 Harsewinkel
Germany
infoclaas@claas.com

Name and contact details for the controller's UK representative

Controller's UK representative is:

Trevor Tyrrell
c/o CLAAS UK Ltd.
Saxham, Bury St. Edmunds, Suffolk, IP28, 6QZ
United Kingdom

II. Contact Details for the Data Protection Officer

The Data Protection Officer can be reached at:

CLAAS KGaA mbH
Data Protection Officer
Mühlenwinkel 1
33428 Harsewinkel
Germany
group.dpo@claas.com

III. Storage Period

CLAAS KGaA stores your personal data only for as long as such storage is necessary to achieve the purpose for which it was collected and/or processed. CLAAS KGaA stores your data for the duration of the business relationship, insofar as such storage is necessary. This particularly includes contract initiation and execution.

In addition, CLAAS KGaA stores your personal data insofar as and for as long as such is necessary to fulfill contractual or statutory obligations. We process your data in this manner in order to comply with verification and retention requirements for commercial or tax law purposes. The periods for retention and documentation provided in such case are six years, in accordance with the commercial law provisions as per § 257 German Commercial Code (HGB) and up to ten years based on the tax requirements as per § 147 AO, insofar as they are not still required for tax purposes (e.g. because an external audit is still ongoing). The deadlines begin at the end of the calendar year in which the document was created.

If the data is no longer required in compliance with contractual or statutory obligations, it will be deleted on a regular schedule, unless you have given CLAAS KGaA consent to the processing of your data

and/or such further processing is necessary due to the legitimate interests of CLAAS KGaA, such as, for customer winback, for defense against legal claims in litigation. When processing data for defense against legal claims in litigation, the storage period is also based on the statutory periods of limitation. As per §§ 195 et seq. of the German Civil Code (BGB), these periods are up to 30 years, whereby the regular period of limitation is 3 years starting with the end of the calendar year in which the claim arises. In this case, processing will be restricted, i.e., restricted to the minimum extent necessary for this purpose and blocked for other purposes.

The above does not apply if something different is described in the Special Data Protection Information.

IV. Categories of Recipients

- 1. Carefully selected service providers.** Service providers commissioned by us who support us in implementing the business relationship are given access to the data. These include companies within the categories of hosting providers; software as service; email services; IT services (e.g. maintenance and support, data migration); consulting; service providers in the context of first, second, and third level support; telecommunications; tracking service providers. Furthermore, if additional categories of service providers are used, these can be found in the respective Special Data Protection Information.
- 2. Transfers to third parties.** In addition, we will forward your data to third parties if statutory or contractual provisions allow and/or you have provided your consent for this. Under this condition, the data can be forwarded to the following categories of recipients: public authorities and institutions (e.g., public prosecutor's office, police, tax authorities, data protection supervisory authorities) for executing official inquiries, insofar as this is in your interest or insofar as we are legally obliged to do so. The legal basis is Art. 6 (1)(1)(f) or (c) GDPR.
- 3. Data transmission within the CLAAS Group.** We will transmit your data to other companies within the CLAAS Group or will grant them access to your data. Insofar as this takes place for administrative purposes, it is based on protecting our legitimate interest in internal administrative purposes and corporate reporting. The legal basis is Art. 6 (1)(1)(f) GDPR. Insofar as such is necessary for initiating a contract at your direction or for fulfilling contractual obligations or is carried out with your consent, the legal basis is Art. 6 (1)(1)(b) GDPR or Art. 6 (1)(1)(a) GDPR. Insofar as we have the legal right to do so, the legal basis arises from Art. 6 (1)(1)(c) GDPR. For information about any further disclosure to third parties, please see the Special Data Protection Information.

V. Transmission to Third-Party Countries

Insofar as we transmit your personal data ourselves or through service providers to countries outside the European Union, we comply with the special requirements of Art. 44 et seq. GDPR and also obligate our service providers to adhere to these same regulations. We will therefore only transmit your data to countries outside the European Union subject to the level of protection guaranteed by the GDPR. This level of protection is guaranteed in particular via an "adequacy decision" adopted by the EU Commission or via suitable guarantees in accordance with Art. 46 GDPR.

Data is transmitted to third-party countries (countries outside the EU or the European Economic Area (EEA)), for example, insofar as this

- is necessary for fulfilling a contract to which you are a party, or for fulfilling your requests.
- is necessary for protecting our legitimate interests.
- is required by law or you have provided your consent.
- is carried out as part of data processing upon engagement of service providers.

Insofar as the EU Commission has not issued a decision for a level of data protection equivalent to the European data protection requirements for the country in question, we shall ensure through appropriate contracts that your rights and freedoms are adequately protected. Such a stipulation ensures that the recipient of the data has an adequate level of data protection, in particular through the stipulation of contractual clauses of the European Union with the recipient, called "EU standard contractual clauses." Otherwise, we are also permitted to transmit data based on your express consent. **You can withdraw your consent at any time with effect for the future (cf. Section A.VII).** We will provide you with more detailed information free of charge upon request using the contact details provided above.

If we base data processing by recipients without an adequate level of data protection solely upon your consent, we point out that the following risks exist: There may not be sufficient regulations to adequately protect your personal data; there is no data protection supervisory authority; enforcing your data protection rights is difficult or outright disregarded; there is no control over further processing and transmission of this data to third parties.

Additional information can be found in the Special Data Protection Information.

VI. Obligation to Provide Personal Data

Unless otherwise specified in the Special Protection Information, you are neither legally nor contractually obliged to provide your data.

VII. Rights of Data Subjects

In accordance with Art. 15 GDPR, you have the right to **access** the data stored about you. In accordance with Art. 16 GDPR, you have a right to **rectification** if incorrect personal data about you has been processed. If the legal requirements are met, you can request **deletion** or **restriction of processing** and likewise, you can **object** to the processing of data (Art. 17, 18, and 21 GDPR). According to Art. 20 GDPR, you can assert the right to **data portability** for data that is processed automatically on the basis of your consent or a contract with you.

Information about Your Right to Object according to Art. 21 GDPR

1. You have the right to object at any time for reasons arising from your particular situation to the processing of your personal data, which is based on Art. 6 (1)(1)(f) GDPR (data processing based on a balancing of interests).

If you file an objection, CLAAS KGaA will no longer process your personal data unless CLAAS KGaA can demonstrate compelling legitimate reasons for such processing that outweigh your interests, rights, and freedoms, or the processing serves to assert, exercise, or defend legal claims.

2. CLAAS KGaA processes your personal data in order to conduct direct marketing actions. You have the right to object to the processing of your data for the purpose of such advertising at any time.

If you object to processing for direct marketing purposes, CLAAS KGaA will no longer process your personal data for these purposes.

The objection can be made without using any kind of form and should be addressed to:

privacy@claas.com

Right to Withdraw Your Consent according to Art. 7 (3) GDPR

If you have given your consent to having your personal data processed, you have the right to withdraw your consent at any time. Withdrawing your consent does not affect the lawfulness of any processing conducted based on your consent before it was withdrawn.

Withdrawal of consent does not require a form. It should preferably be directed at privacy@claas.com. If CLAAS KGaA provides additional options for asserting your wish to withdraw your consent, you will be informed of this in the Special Data Protection Information.

You can assert your rights toward CLAAS KGaA using the contact information listed under Section A.II, however, preferably via privacy@claas.com.

If you believe that a processing of data violates data protection law, you have the **right to lodge a complaint** with a data protection supervisory authority of your choice (Art. 77 GDPR).

Of course, you can also make your complaint to the CLAAS Data Protection Officer at any time (group.dpo@claas.com).

If you assert the rights of the data subject under data protection law, we will process your data in order to fulfill our legal obligations in accordance with Art. 6 (1)(1)(c) GDPR in conjunction with Art. 15-22 (12) (3-6) and Art. 7 (3) GDPR. This includes the processing of your data for the purpose of clearly identifying the individual concerned in the data processing, the request for additional information in order to confirm your identity. We forward the data of individuals concerned to the recipients of the data within the meaning of Art. 19 GDPR, insofar as requests for the correction of data, the deletion of data, or the restriction of processing (Art. 16, 17 (1, 18) GDPR) are concerned and insofar as this is necessary in order to effectively implement your rights (Art. 6 (1)(c, f) GDPR) and to notify you as the individual concerned (Art. 12 GDPR). We do this based on our legal obligation according to Art. 12 (6) GDPR.

B. Special Data Protection Information: Provision of Our Website For The Public

I. Provision of Our Website For The Public

When you use of the website for information purposes only, i.e. when you are not registered or otherwise transfer information to CLAAS KGaA (e.g. via a contact form), CLAAS KGaA will only collect that personal information which your browser transfers to our server. Data collection is a technical requirement for displaying the website to you. The legal basis for this is Art. 6 (1)(1)(b) GDPR. Storage in log files past your visit to a page is required to ensure the performance of the website and the security of the information technology systems. The legal basis for this data processing is Art. 6 (1)(1)(f) GDPR. **You can object to processing of data based on your legitimate interest at any time with future effect; cf. Section A. VII.** The aforementioned purposes also form the basis for our legitimate interest in data processing.

The following data categories are collected during a visit to our website: usage and traffic data, technical documentation and logged data, e.g.

- date and time of access
- timezone difference to Greenwich Mean Time (GMT)
- IP address
- host name of the accessing computer

- website from which the website was called up
- website that was called up from the website (content of the request)
- pages visited on the website
- notice of whether or not the request was necessary
- size of data transmitted
- information on the browser type, language, and version used
- operating system

These data are deleted as soon as they are no longer required for the purposes for which they were collected. For the provision of the website, these are deleted when the respective session has ended. If the information is stored in log files, these are deleted after no more than 30 days. Storage of data together with other personal information does not occur.

II. Use of Cookies

When you visit any website, it may store or retrieve information on your browser, mostly in the form of cookies. Because we respect your right to privacy, you can choose not to allow some types of cookies. However, blocking some types of cookies may impact your experience of the site and the services we are able to offer.

- **Required Cookies:** These cookies are required to use this website and can't be turned off.
- **Functional Cookies:** These cookies provide a better customer experience on this site, such as by remembering your login details, optimizing video performance, or providing us with information about how our site is used. You may freely choose to accept or decline these cookies at any time. Note that certain functionalities that these third-parties make available may be impacted if you do not accept these cookies.
- **Advertising Cookies:** These cookies serve ads that are relevant to your interests. You may freely choose to accept or decline these cookies at any time. Note that certain functionality that these third parties make available may be impacted if you do not accept these cookies.

We use a third-party provider (e.g. Google) for our "Functional Cookies" and "Advertising Cookies" who will use your data at their discretion for their own purposes (e.g. profile creation). These third-party providers may store your data outside the European Union, e.g. in the US. Both the third-party provider and government authorities then have access to your data.

The website footer "Cookie Consent Manager" explains which cookies CLAAS uses on this website and which categories these services fall under.

Legal basis for the use of technically required services is § 25 (2) Telecommunications and Telemedia Data Protection Act (TTDSG). If we process personal information that pertains to you, we will process such information insofar as this

- is required for the fulfillment of a contract to which you are party (Art. 6 (1)(1)(b) GDPR),
- is legally required (Art. 6 (1)(1)(c) GDPR),
- is necessary for the non-impairment of our legitimate interests (Art. 6 (1)(1)(f) GDPR).

You can object to the processing of data based on your legitimate interest at any time with future effect; cf. Section A. VII. You have the option of deleting cookies in your browser settings.

Legal basis for the use of the services from the statistical analysis, marketing, additional functions categories is § 25 (1)(1) TTDSG, based on your consent. If we process personal information that pertains to you, these will be processed on the basis of Art. 6 (1)(1)(a) GDPR and your consent. **You have the right to revoke your consent, cf. Section A.VII.** You can make changes via the "Change Privacy Settings" link.

The website footer "Cookie Consent Manager" explains which cookies CLAAS uses on this website and which categories these services fall under.

We will ask you for your consent again via the cookie banner if we have added new services to this website or if the services have changed in such a way that they required renewed consent in order to continue making use of them (e.g. change in purpose).

Please note that your own browser settings may result in your settings (e.g. your consent) being only temporarily stored, making it necessary for us to obtain your consent at every visit to our page.

C. Special Data Protection Information: Provision of Special Functions and Services for Registered Users

I. Provision of a User Account

1. Registration Process

Registration is required for you to apply for open positions within CLAAS KGaA or a company within the CLAAS Group on the CLAAS job portal. The legal basis for the processing of data for the purpose of registration is Art. 6 (1)(1)(b) GDPR.

During registration, CLAAS KGaA processes personal identifying information (e.g. first and last name) and contact information (e.g. e-mail address) as well as your electronic identification information (e.g. your username [e-mail address] and password) and your country/region. Your username and password will later be your login data. However, your password cannot be accessed by CLAAS KGaA and is stored encrypted on the server of the user account. The information required for registration is indicated as required. You can change your password in your user account under "Settings."

If you are recommended by an agency (e.g. headhunter), CLAAS KGaA will receive your personal identifying information (e.g. first and last name), contact information (e.g. e-mail address) as well as your country/region from your managing agency.

You can delete your user account at any time under "Candidate Profile." If you delete your registration, all data stored in your user account will be deleted and/or anonymized. Your user account will then no longer be available. In this case, active job applications will not be further considered. If the account is inactive for 6 months from your last login, your candidate profile will be deleted and/or anonymized and your user account will no longer be available, unless there is still an active application for a position for which you have applied. In this case, your candidate profile will be deleted and/or anonymized and your user account will become unavailable 6 months after this application process is completed.

2. Login Process

When you log in with your login data, CLAAS KGaA will verify whether you are a registered user. In doing so, CLAAS KGaA processes technical log and documentation data. Following successful verification, you will have access to the protected area of the website. Insofar as the authorized user logs in, the data processing for this is based on Art. 6 (1)(1)(b) GDPR. If unauthorized users attempt to log in, Art. 6 (1)(1)(f) GDPR is the legal basis. We consider it our legitimate interest to secure our online offer, to verify users, and to deny access to third parties. **You have the right to object to the processing of data at any time (cf. Section A.VII).**

3. Reset Password

If you have forgotten your password, you can reset your password using the "Forgot Password?" function. To do so, you must enter your e-mail address. This is so that we can ensure that you are in fact the registered user asking to reset your password. When resetting your password, we process the following personal information: electronic identifying data (e-mail address, password) as well as

technical log and documentation data. Insofar as authorized users reset their password, Art. 6 (1)(1)(b) GDPR is the corresponding legal basis. Insofar as unauthorized users attempt to log in, Art. 6 (1)(1)(f) GDPR is the legal basis. We consider it our legitimate interest to secure our online offer, to verify users, and to deny access to third parties. **You have the right to object to the processing of data at any time (cf. Section A.VII).**

I. Provision of Services for Registered Users

1. Maintaining Your Candidate Profile

In your user account, you have the option of updating your candidate profile to apply for positions at CLAAS Group companies without having to reenter your information for each application and to share your candidate profile with recruiters at CLAAS Group companies (cf. I.2). In this context, we process personal identifying information (e.g. first and last name, address), contact information (e.g. e-mail address, phone number) as well as data for initiating the employment contract (e.g. resume). The legal basis for such data processing is Art. 6 (1)(1)(b) GDPR.

Insofar as you do not consent to your data being viewed and processed by other recruiters within the CLAAS Group (cf. Section B.I.2), your candidate profile will only be visible to recruiters responsible for positions to which you have applied. When you create a candidate profile but have not applied for a position, your profile will not be visible to any recruiters, unless you have shared your candidate profile with recruiters within CLAAS Group companies (cf. Section I.2).

If you are recommended by an agency (e.g. headhunter), CLAAS KGaA will receive your personal identifying information (e.g. first and last name), contact information (e.g. e-mail address) as well as your country/region and data for initiating the employment contract from your managing agency.

You can delete or change your information at any time under "Candidate Profile." You also have the option of deleting your user account (cf. Section B.I.1). If the account is inactive for 6 months from your last login, your candidate profile will be deleted and/or anonymized and your user account will no longer be available, unless there is still an active application for a position to which you have applied. In this case, your candidate profile will be deleted and/or anonymized and your user account will become unavailable 6 months after this application process is completed.

2. Sharing Your Candidate Profile with Additional Recruiters within the CLAAS Group

a) CLAAS Group Companies World Wide

If you consent to your candidate profile being used not just within the scope of the selection process for a specific position, but also to it being considered for other possible openings across all CLAAS companies worldwide¹ and to being contacted by these, CLAAS KGaA will share your personal

¹ **Argentina:** CLAAS Argentina S.A. Ruta Nacional 34 Santa Fe KM 255, CP 2322 Sunchales; **Brazil:** CLAAS América Latina Representação Ltda. Rua Dom Pedro II 478 Bairro São João Rio Grande do Sul CEP 90550-140 Porto Alegre; **China:** CLAAS Agricultural Machinery (Shandong) Co. Ltd. North Sanzhen Road 13 Shandong 261500 Gaomi; **CLAAS Agricultural Machinery Trading (Beijing) Co. Ltd.** No 37 Maizidian Street Sunflower Tower Chaoyang District 100125 Beijing; **Germany:** CLAAS Saulgau GmbH, Zeppelinstr. 2 88348, Bad Saulgau; CLAAS Vertriebsgesellschaft mbH, Benzstr. 5, 33442 Herzebrock-Clarholz; CLAAS Service and Parts GmbH, Mühlenwinkel 1, 33428 Harsewinkel; CLAAS Selbstfahrende Erntemaschinen GmbH, Mühlenwinkel 1, 33428 Harsewinkel; CLAAS Industrietechnik GmbH, Halberstädter Str. 15-19, 33106 Paderborn; CLAAS Global Sales GmbH, Mühlenwinkel 1, 33428 Harsewinkel; CLAAS Material Handling GmbH, Mühlenwinkel 1, 33428 Harsewinkel; CLAAS KGaA mbH, Mühlenwinkel 1, 33428 Harsewinkel; CLAAS E-Systems GmbH, Sommerkämpfen 11, 49201 Dissen am Teutoburger Wald; 365FarmNet GmbH, Hausvogteiplatz 10, 10117 Berlin; **France:** Usines CLAAS France S.A.S., Route de Thionville, 57140 Woippy; CLAAS France S.A.S., Chemin des Grands Prés du Gué, 28320 Ymeray; CLAAS Tractor S.A.S., 31 Avenue Pierre Piffault, 72027 Le Mans; CLAAS Réseau Agricole S.A.S., Chemin des Grands Prés du Gué, 28320 Ymeray; 365 FarmNet France S.A.S., Chemin des Grands Prés du Gué, 28320 Ymeray; **India:** CLAAS India Private Ltd. Morinda By-pass, NH-95, Village – Marauli Kalan, District Ropar Punjab 140101 Morinda; CLAAS Agricultural Machinery Private Limited Plot No 487 / B1 14th Cross, 2nd stage, 4th phase Peenya Industrial Area 560058 Bangalore; **Italy:** CLAAS Italia S.p.A., Via Torino 9/11, 13100 Vercelli; CLAAS Agricoltura S.R.L. Via Brescia 60 25024 Leno; **Canada:** Canada West Harvest Centre Inc. 8 Industrial Drive West Emerald Park SK S4L 1C6 Regina; **Austria:** CLAAS Regional Center Central Europe GmbH, Industriestraße 18, 2104 Spillern; **Poland:** CLAAS Polska sp. z o.o. ul. Swierkowa 7 Niepruszewo 64-320 Buk; **Romania:** CLAAS Regional Center South East Europe S.R.L. Sos. Bucuresti-Urziceni DN2 68C 77010 Bukarest (Afumati) **Russia:** OOO CLAAS Vostok Taganskaya Str. 17-23 Etage 7, Raum II, Zim 7 109147 Moscow; OOO CLAAS Projezd Mirny 16

information with all CLAAS companies worldwide. The legal basis for processing your personal information is Art. 6 (1)(1)(a) GDPR.

Your consent expressly includes the transfer of your personal information into this country, cf. Section A.V. Art. 49 (1)(1)(a) GDPR.

If you are under 18 years of age, your legal guardians must provide their consent. Further information is available in the terms of use.

You can withdraw your consent at any time with effect for the future (cf. Section A.VII). You can withdraw your consent in your user account candidate profile, under "Search Options and Data Protection," by indicating that only the recruiter responsible for the position for which you have applied my view your candidate profile, or selecting another option.

We will process technical documentation and log data to document your consent. Legal basis for processing such data is Art. 6 (1)(1)(c) GDPR and Art. 6 (1)(1)(f) GDPR. Our legitimate interest consists in being able to verify your consent. **You have the right to object to the processing of data at any time (cf. Section A.VII).**

3. Position Notifications

If you consent to receiving job posting notifications, CLAAS KGaA will notify you via e-mail of newly posted positions within CLAAS Group companies. The legal basis for processing your personal information is Art. 6 (1)(1)(a) GDPR.

If you are under 18 years of age, your legal guardians must provide their consent. Further information is available in the terms of use.

You can withdraw your consent at any time with effect for the future (cf. Section A.VII). You can withdraw your consent in your user account candidate profile, under "Job Posting Notifications."

We will process technical documentation and log data to document your consent. Legal basis for processing such data is Art. 6 (1)(1)(c) GDPR and Art. 6 (1)(1)(f) GDPR. Our legitimate interest consists in being able to verify your consent. **You have the right to object to the processing of data at any time (cf. Section A.VII).**

4. Learn More about Career Opportunities

If you consent to "Learn More about Career Opportunities," and based on your settings in Section I.2, you will receive information "CLAAS Careers" via e-mail from the respective companies within the CLAAS Group.

If you are under 18 years of age, your legal guardians must provide their consent. Further information is available in the terms of use.

You can withdraw your consent at any time with effect for the future (cf. Section A.VII). You can withdraw your consent in your user account candidate profile, under "Search Options and Data Protection."

We will process technical documentation and log data to document your consent. Legal basis for processing such data is Art. 6 (1)(1)(c) GDPR and Art. 6 (1)(1)(f) GDPR. Our legitimate interest consists

350039 Krasnodar **Spain:** CLAAS Ibérica S.A., Calle Zeus Nr. 5, 28880 Meco; **Thailand:** CLAAS Regional Center South East Asia Ltd. Sukhumvit 63 Rd. Unit 1803, 18th Floor, 29 Bangkok; Business Center Building Kwang Klongton-Nua Khet Wattana 10110 Bangkok **Ukraine:** TOV CLAAS Ukraina Browary Objizdna doroga 68 07400 Kyiv; **Hungary:** CLAAS Hungaria Kft. Kombájn utca 1 5200 Törökszentmiklos; **USA:** CLAAS of America Inc., 3030 Norcross Drive IN 47202-3008 IN 47202-3008 Columbus; CLAAS Omaha Inc. 8401 South 132nd Street NE 68138 NE 68138 Omaha; Nebraska Harvest Center Inc. 6430 E HWY 30 NE 68847-5677 NE 68847-5677 Kearney; **United Kingdom:** CLAAS U.K. Ltd. Saxham Business Park Bury St. Edmunds Suffolk IP28 6QZ Saxham.

in being able to verify your consent. **You have the right to object to the processing of data at any time (cf. Section A.VII).**

5. Applying for a Job

If you are registered in the job portal, you can apply for open positions at CLAAS KGaA or companies within the CLAAS Group. To this end, CLAAS KGaA will share your personal information (e.g. first and last name, address), contact information (e.g. e-mail address), personal details (e.g. date of birth, place of birth) as well as information to initiate the employment contract (e.g. resume) with the respective CLAAS company listed in the advertised opening under "Your Contact on the CLAAS Recruiting Team." The respective CLAAS company will use your personal information for the purpose of deciding whether to establish an employment relationship with you. Information required for your application is indicated as such with an asterisk (*). All other information is optional. Insofar as you have already saved the information in your candidate profile, this will be taken from your profile. The legal basis for this disclosure to the respective CLAAS company is Art. 6 (1)(1)(b) GDPR.

If you are recommended by an agency (e.g. headhunter), CLAAS KGaA will receive your personal identifying information (e.g. first and last name), contact information (e.g. e-mail address) as well as your country/region and data for initiating the employment contract from your managing agency.

You have the option of saving your application in your user account before sending it. You can also view your pending applications in your user account. The legal basis for this processing is Art. 6 (1)(1)(b) GDPR.

In your application, you can indicate whether an employee of a CLAAS Group company made you aware of the position. Insofar as an employment relationship between yourself and a CLAAS Group company is the result such an employee recommendation, the recommending employee shall receive a bonus. The employee shall only learn of the recruitment upon commencement of the employment relationship. The legal basis for this processing is Art. 6 (1)(1)(f) GDPR. It is the legitimate interest of the CLAAS Group company to motivate existing employees to recruit future CLAAS employees. Listing the soliciting employee is optional. You can object to the processing of your data at any time. **You have the right to object to the processing of data at any time (cf. Section A.VII).**

CLAAS KGaA stores your personal data only for as long as such storage is necessary to achieve the purpose for which it was collected and/or processed. The legal basis for this is Art. 6 (1)(1)(b) GDPR. Furthermore, CLAAS stores your information for a period of 6 months after the conclusion of the application process for the purposes of asserting, exercising, and defending legal claims by the CLAAS Group company to which you have applied. The legal basis is Art. 6 (1)(1)(f) GDPR on the basis of the legitimate economic interest of the respective CLAAS Group company to use this information for this purpose. If you enter into an employment relationship with a CLAAS Group company, CLAAS will transfer the necessary personal information to the respective CLAAS Group company. The legal basis for this is Art. 6 (1)(1)(b) GDPR. Additional information can be found in the respective CLAAS Group company's Data Protection Information document.

D. Special Data Protection Information: Creation of Reports and Analyses, Reporting

CLAAS KGaA shares your applicable usage and traffic data, information from your candidate profile (cf. Section) as well as information provided by you during the application process (cf. Section) in a pseudonymized format with recruiters from CLAAS Group companies (e.g. how many candidates applied for the position, which countries the candidates originate from, what is the age of candidates applying for a position?) as well as for the purpose of creating reports and analyses, reporting. Legals basis for the processing of data is Art. 6 (1)(1)(f) GDPR on the basis of the legitimate interest of the CLAAS Group companies to improve the application process. **You can object to the processing of data based on your legitimate interest at any time with future effect; cf. Section A.VI.**

E. Special Data Protection Information: Linking to Third-Party Websites

This website contains links to third-party websites (e.g. companies within the CLAAS Group). Clicking on a corresponding link will open the third-party website in a new window. This Data Protection Information does not extend to the processing of data on the third-party website. Fundamentally, no data is transmitted to the third party when clicking on a link.