

Unless specifically requested, we request you to ensure that special categories of personal data listed below **are not found** in the curriculum vitae (CV) you deliver to us.

- race,
- ethnic origin,
- political view,
- philosophical belief,
- religion, religious sect or other beliefs,
- association, foundation or union membership,
- data on health, sexual preferences,
- data on criminal convictions and security measures
- biometric and genetic data

**TURCAS KUYUCAK JEOTERMAL ELEKTRİK ÜRETİM ANONİM ŞİRKETİ**  
**PRIVACY NOTICE ON THE PROTECTION AND PROCESSING OF EMPLOYEE CANDIDATES'**  
**PERSONAL DATA**

As data controller, Turcas Kuyucak Jeotermal Elektrik Üretim Anonim Şirketi ("**Company**") may process your personal data for the purposes described below in accordance with the Personal Data Protection Law No. 6698 ("**Law**").

For detailed information on the processing of your personal data, please refer to [Turcas Kuyucak Jeotermal Elektrik Üretim Anonim Şirketi Policy on Protection and Processing of Personal Data](#) ("**Policy**") that is made available at the Company's Website.

**a) Purposes for Processing Personal Data**

The Company may process your personal data for the purposes provided below ("**Purposes**"), in accordance with conditions of processing personal data that are described in Articles 5 and 6 of the Law.

- Implementation of employee selection and placement processes including intern students, in accordance with the Company's Human Resources policies and procedures.

*If you give your explicit consent:*

- Processing of your personal data on criminal convictions and security measures and health data including any data on disability for the purpose of implementing processes required in connection with accepting, evaluation and finalization of the job application you submit to the Company,
- Transfer of your personal data found in the CVs to Turcas Group Companies for the purpose of using them for various existing positions or positions that may become vacant in the future and contacting you. **(For information on Group companies, please visit [www.turcas.com.tr](http://www.turcas.com.tr) )**

**b) Recipient Parties and Purposes for Transferring Personal Data**

For the purpose of achieving the aforementioned Purposes, the Company may transfer your personal data to suppliers providing services in accordance with our legitimate interests; competent public authorities and private persons authorized under the law in order to perform our legal obligations provided that it is explicitly specified by law; and Turcas Group Companies based on your explicit

consent, in accordance with the rules of transferring personal data that are described in Articles 8 and 9 of the Law.

**c) Methods and Legal Grounds of Processing Personal Data**

Your personal data are collected in physical environment through official job application form in order to process your job applications submitted to the Company.

Your personal data are collected and processed for the purposes and based on legal grounds described below, in accordance with the conditions of processing personal data that are specified in Articles 5 and 6 of the Law.

***Based on the legal ground that it is specified as being necessary for the conclusion or performance of a contract, provided that the processing is directly related to the parties of the contract:***

- Implementing all processes required for accepting, evaluating and finalizing your job application submitted to the Company,

***Based on the legal ground that is specified as being mandatory for the legitimate interests of the data controller, provided that fundamental rights and freedoms of the data subject is not overridden:***

- Implementing all processes required for accepting, evaluating and finalizing your job application submitted to the Company,
- Implementation of employee selection and placement processes including intern students, in accordance with the Company's Human Resources policies and procedures.

***Based on your explicit consent in case you give your explicit consent:***

- Processing of data on criminal convictions and security measures and health data including any data on disability for the purpose of implementing processes required in connection with accepting, evaluation and finalization of the job application you submit to the Company,
- Transfer of your personal data found in the curriculum vitae with Turcas Group Companies for the purpose of using them for various existing positions or positions that may become vacant in the future and contacting you. (For information on group companies, please visit [www.turcas.com.tr](http://www.turcas.com.tr))

**ç) Data Subject's Rights Specified In Article 11 of the Law**

Please note that, as a data subject, you have the following rights pursuant to Article 11 of the Law:

- To learn whether your personal data are being processed,
- To request information if your personal data have been processed,
- To learn the purpose of the processing of your personal data and whether they have been used accordingly,
- To learn which third parties domestic or abroad your personal data has been transferred to,
- To request rectification in case your personal data has been processed incompletely or inaccurately and to demand the operations in this regard be reported to third parties your personal data has been transferred to,
- To demand the erasure or destruction of your personal data in the event that the reasons for the processing no longer exist even though it was processed in accordance with the Law and

other relevant provisions and to demand the operations in this regard be reported to third parties your personal data has been transferred to,

- To object to negative consequences to you that are concluded, as a result of analysis of the processed personal data through solely automatic systems,
- To demand compensation for the damages that you have suffered as a result of an unlawful processing of your personal data.

You may submit your applications about the aforementioned rights via [Turcas Kuyucak Jeotermal Elektrik Üretim Anonim Şirketi Data Subject Application Form](#) that is accessible at the Company's Website. Depending on the nature of your request, your application will be concluded as soon as possible, and within 30 days at the latest, and in principle, free of charge. However, if the process requires additional costs, a fee may be demanded according to the tariff determined by the Personal Data Protection Board.

**TURCAS KUYUCAK JEOTERMAL ELEKTRİK ÜRETİM ANONİM ŞİRKETİ**  
**CONSENT FORM ON THE PROCESSING OF EMPLOYEE CANDIDATES' PERSONAL DATA**

Do you agree to the processing of your personal data by Turcas in accordance with the purposes provided below as described in **Turcas Kuyucak Jeotermal Elektrik Üretim Anonim Sirketi Privacy Notice on Processing of Personal Data?**

	YES	NO
Processing of your data on criminal convictions and security measures for the purpose of implementing processes required for accepting the job application submitted to the Company, evaluation of your application and your fitness for the relevant position and finalization of the application.		
Processing of your health data including data on disability for the purpose of implementing processes required for accepting the job application submitted to the Company, evaluation of your application and your fitness for the relevant position and finalization of the application.		
Transfer of your personal data found in the curriculum vitae to Turcas Group Companies for the purpose of using them for various existing positions or positions that may become vacant in the future and contacting you.		

**Undertaking on References**

I hereby undertake that references I provided may be contacted for reference checks, and the data subjects have been informed/ their consents have been obtained for the transfer of personal data to Turcas Kuyucak Jeotermal Elektrik Üretim Anonim Şirketi.