

TURKCELL INFORMATION NOTICE FOR JOB APPLICANTS

Personal data within the Turkcell group companies[1] (*collectively referred to as "Turkcell"*) is protected by Turkcell. Turkcell takes the necessary technical and administrative measures, using its technological and infrastructural capabilities, to ensure the secure storage and lawful processing of personal data within the framework of the Personal Data Protection Law No. 6698 ("Law").

The personal data of Job Applicants applying to Turkcell is processed by Turkcell in accordance with the Law and applicable legislation, based on the legal grounds specified below and for the purposes explained below. By reviewing the notice below, you can learn about the personal data of Job Applicants that may be processed by Turkcell as the data controller, the purposes for which it may be processed, the persons to whom it may be transferred, the method of collection, the legal grounds, and your rights regarding such personal data.

This notice has been prepared for informational purposes and it provides transparent information regarding the personal data that may be processed, the purposes for which it is processed, and the parties to whom personal data is transferred in order to cover all our Job Applicants. As matters such as the position applied for, working conditions, or explicit consent may vary from person to person, not all of the information provided below will apply to every job applicant.

I. Personal Data of Job Applicants

Personal data refers to information that identifies you or makes you identifiable. The following personal data of job applicants is processed within the framework of Human Resources (HR) recruitment processes:

- Job Applicant's basic information (name, surname, date of birth, mobile phone number, email address, correspondence address, address, T.R. ID number)
- Job applicant's CV, education, knowledge and work experience information, references
- Job applicant's position applied for and job application channel information
- Information on whether the job applicant has any relatives who have previously worked for our company, group companies, or other operator companies
- The information shared by the job applicant during the application process and interviews, and the records relating to the interviews
- The audio and video recordings and videos obtained through these applications if the job applicant's interviews or tests and examinations are conducted remotely using online tools and applications,
- Information obtained as a result of research conducted by the company (information provided about you by your references or information obtained from your university of graduation with your knowledge and consent)
- Personality test results and the results obtained from the evaluation of other types of tests, surveys, inventories, and similar measurement tools applied to job applicants
- Evaluations regarding job applications and the outcome of job applications

As the recruitment process may vary depending on the position applied for and the working conditions, the categories of personal data specified under this heading shall not apply to every Job Applicant. In case any personal data of the Job Applicant not specified under this heading be requested or obtained, the Job Applicant shall be informed accordingly in accordance with the Law and regulations.

II. Purpose, Method, and Legal Grounds of Processing Personal Data

Personal data of Job Applicants is collected within the scope of Turkcell HR recruitment processes for the purposes outlined in this section, through internal and external company channels, face-to-face and remote job applications and interviews, Turkcell and Turkcell HR business partners' information gathering channels for Job Applicants, and through any written, verbal, or electronic means and the data is processed in accordance with Articles 5 and 6 of the Law.

- **In case it is explicitly provided for in the laws applicable to Turkcell,**

for the purposes of conducting recruitment processes, making job offers, and evaluation of positions, salaries, and benefits,

the Job Applicant's basic information, the position applied for by the Job Applicant, evaluations related to the job application, and information regarding the outcome of the job application are processed.

- **If it is required to process personal data of contractual parties in case such processing is directly related with execution or performance of an agreement,**

for the purposes of conducting recruitment processes and evaluating applications, establishing communication with candidates, conducting tests and examinations, making interviews, evaluating them, making job offers, evaluation of positions, salaries, and benefits,

the Job Applicant's basic information, CV, education, knowledge and experience information, references, the position applied for by the Job Applicant and job application information, information on whether the Job Applicant has any relatives who have previously worked for our company, our group companies, or other operator companies, the information shared by the candidate during the application process and interviews, records related to the interviews, information obtained as a result of investigations conducted by the Company, evaluations related to the job application, and personal data resulting from the job application are processed.

- **Performance of Turkcell's legal obligations:**

The Personal Data of Job Applicants listed in this Information Notice will be processed where necessary to perform Turkcell's obligations under the applicable legal regulations.

- **Disclosure by you:**

Personal data made public by the Job Applicant on job search and professional social media platforms such as Kariyer.net and LinkedIn, and on any other digital or physical platform, may be processed in accordance with the purpose of disclosure.

- **In case it is compulsory for vesting, exercise, or protection of a right:**

For the purposes of conducting recruitment processes and evaluating applications, contacting the job applicants, making a job offer, and evaluating the position, salary, and benefits,

the Job Applicant's basic information, CV, education, knowledge and experience information, references, the position applied for by the Job Applicant, evaluations regarding the job application and result of the job application, information on whether the Job Applicant has any relatives who have previously worked for our company, our group companies, or other operator companies are processed.

- **In case the processing of personal data is compulsory for legitimate interests of Turkcell provided that fundamental rights and freedoms are not compromised,**

for the purposes of conducting recruitment processes and evaluating applications, establishing communication with candidates, conducting tests and examinations, making interviews, evaluating them, making job offers, evaluation of positions, salaries, and benefits, conducting HR activities, control and audit, analysis, and improvement of HR processes,

the personal data specified under "Personal Data of Job Applicants" section of this Information Notice is processed.

III. Transfer of Personal Data

The personal data of Job Applicants may be shared with third parties in accordance with the legislation for the purposes listed above. In this context, the relevant personal data may be shared with Turkcell affiliates, survey and research companies, supplier companies cooperating in recruitment processes, suppliers providing support in the areas of human resources, accounting and social security, and other business partners providing services for the purposes listed in this Information Notice, whether or not they are covered by this notice.

IV. Special Categories Personal Data and Purposes of Use

Pursuant to the Personal Data Protection Law, Data relating to job applicants' race, ethnic origin, political opinions, philosophical beliefs, religion, denomination or other beliefs, attire and clothing, membership of associations, foundations or trade unions, health, sexual life, criminal convictions, and security measures, as well as biometric and genetic data, are considered special categories of personal data.

Following a successful recruitment process, during the onboarding process, information and documents such as medical reports and criminal records subject to confidentiality due to the employment relationship may be requested from the Job Applicant and such special categories personal data will be considered within the scope of the Turkcell Information Notice for Employees.

In case your special categories of personal data are collected during the recruitment process in exceptional circumstances, your special categories of personal data may be processed, retained and disclosed to the concerned parties, organizations and institutions as required in accordance with the legislation on protection of personal data in cases required under legal regulations and by our company's obligations and/ or within the framework of your explicit consent for the legitimate purposes of maintaining occupational health and safety and meeting the requirements of employment relationship and performing Turkcell group company's legal obligations from the Labour Law No. 4857, Occupational Health and Safety Law No. 6331 and other applicable legislation.

V. Your Rights Regarding the Protection of Personal Data

Pursuant to Article 11 of the Law, you may submit and application to Turkcell and exercise your right to:

- Get information as to whether your personal information is processed or not;
- Get information if your personal information is processed;
- Get information on the purpose of processing your personal information and as to whether it was used in accordance with the purpose;
- Get information on local and foreign third parties who were transferred personal data;
- Request correction if personal data were processed inaccurately or incompletely;
- Request deletion or destruction of Personal Data in accordance with Article 7 of the Law;
- Request that the third parties to whom your personal data is transferred be informed of any actions taken in accordance with your rights to rectification, erasure and destruction as outlined above,
- File objection against unfavourable results obtained through analysis of your personal information using automatic systems only;
- Claim compensation of losses and damages that may arise from illegal processing of your personal information

Despite exercising the rights specified under Article 11 of the Law, Turkcell İletişim Hizmetleri A.Ş. And group companies reserve right to process such inquiries in accordance with the applicable legislation and respond positively/ negatively.

VI. Contact

You may submit your inquiries regarding the application of the Law within the scope of the Turkcell group companies' HR recruitment processes and your questions regarding your personal data in writing to the HR Service Centre (HRSC - CC@globalbilgi.com.tr). It is recommended that the content of the request be communicated clearly, comprehensibly and, if possible, with a specific date in order to respond to your requests in a timely manner.

Turkcell may make changes to this Information Notice at any time. These changes shall take effect immediately upon publication of the updated Information Notice at <https://kariyerim.turkcell.com.tr>.

[1] (1) Kule Hizmet ve İşletmecilik A.Ş.; (2) Superonline İletişim Hiz.A.Ş.; (3) Turkcell Teknoloji Araştırma ve Geliştirme A.Ş. ; (4) Turkcell Satış A.Ş.; (5) Turkcell Finansman A.Ş.; (6) Turkcell Ödeme ve Elektronik Para Hizmetleri.A.Ş. ; (7) Turkcell Sigorta Aracılık Hizmetleri Anonim Şirketi ; (8) Lifecell İletişim Teknolojileri ve Dijital Serv.A.Ş.; (9) Turkcell Enerji Çözümleri ve Elektrik Satış ve Ticaret A.Ş. ; (10) Lifecell Bulut Çözümleri A.Ş. ; (11) Lifecell Müzik ve Yayın İletişim A.Ş.; (12) Lifecell Tv Yayın ve İçerik Hizmetleri A.Ş.; (13) Lifecell Dijital Servisler ve Çözümler A.Ş.; (14) Turkcell Dijital İş Servisleri A.Ş.15)Turktell Bilişim Servisleri A.Ş..16)Turkcell Dijital Sigorta A.Ş. 17)Turkcell Gayrimenkul Hizmetleri A.Ş. 18) BIP İletişim Teknolojileri ve Dijital Servisler A.Ş 19)Atmosware Teknoloji Eğitim Ve Danışmanlık A.Ş 20)Boyut Grup Enerji Elektrik Üretim İnşaat Sanayi Ve Ticaret A.Ş 21) Ultia Teknoloji Yazılım Ve Uygulama Geliştirme Ticaret A.Ş 22) Global Bilgi Pazarlama, Danışmanlık ve Çağrı Servisi Hizmetleri A.Ş.