
1. Data Protection Policy for Recruitment

SIX is an international group of companies active in different countries and headquartered in Switzerland. This Data Protection Policy applies to Applicants who express interest in working for a group company of SIX (the SIX Group AG and its subsidiaries shall hereinafter be referred to both jointly and individually as "SIX", unless referring explicitly to an individual SIX Group company) and who transmit data or make Personal Data available as part of the application process.

The Applicant acknowledges and agrees that SIX enters, collects, uses, forwards and/or discloses his Personal Data (see definition below in section 1.2) as set out in this Data Protection Policy.

1.1 Contact Address of Controller

SIX Group Services Ltd. is the controller of the Applicant's Personal Data (see definition below in section 1.2) and responsible for the processing thereof. The contact address of the responsible department of SIX Group Services Ltd. is as follows:

Head HR Solution and Services SIX
Group Services Ltd.
Pfungstweidstrasse 110
8021 Zurich
Switzerland +41
58 399 86 60
<https://www.six-group.com/en/contacts.html>

1.2. Data Collected

Human Resources ("HR") at the location the Applicant is applying to collects and processes the following Personal Data ("Personal Data"):

- Contact information, such as name, e-mail address, phone number, etc.
- Application documents, such as resume, references, diplomas, etc.
- Insofar as required by local legislation, AHV social security number and social security card, ID, citizen certificate, certificate of conduct, work permit, excerpt from the criminal records and/or debt collection register
- Insofar as required by local legislation, the results of an online assessment
- Application profiles (user accounts) are automatically saved

1.3. Purpose of Processing and Legal Basis

The mentioned Personal Data are collected and processed by SIX solely for purposes of the job application process. By applying, the Applicant agrees that their Personal Data are accessible by HR in other companies of the SIX Group. For applications at locations within the European Union and Switzerland, data are transferred exclusively within Switzerland and the European Union. The Applicant's Personal Data can be accessed from another SIX location, depending on the location of the potential supervisor and the structure of the HR department.

1.4. Outsourcing of Personal Data

HR may enter the obtained personal data into the SuccessFactors tool that is hosted by an external Service Provider SAP based in Germany. External service providers such as SAP and Assessment Centers involved in the application process are bound by SIX to observe the applicable data protection provisions.

SIX reserves the right to disclose Personal Data to required governmental and regulatory authorities to the extent that this is required by all applicable laws, regulations, court orders or governmental requests, guidelines and similar regulations. SIX may outsource data processing and other services within the Group as well as to external processors in Switzerland and abroad, to the extent permitted by applicable laws. In such a case, all external and internal service providers are subject to all applicable data protection regulations.

1.5. Place of Storage and Duration of Storage

SIX stores Personal Data according to the applicable data protections laws. Any Personal Data entered by HR may be processed and stored by SAP (within the remit of SuccessFactors) and/or by SIX on servers within the European Union and/or Switzerland. SIX stores Personal Data on servers situated outside the location the Applicant is applying to for the duration of 12 months, after which time it will be deleted.

1.6. Personal Data Security and Confidentiality

SIX ensures that Applicants' Personal Data saved, stored or otherwise processed by it are protected against unlawful, accidental or unauthorized destruction, alteration, loss, access or disclosure and against other unlawful forms of processing. SIX also ensures that external providers which are involved in processing Applicants' Personal Data take appropriate technical and organizational measures to protect the security of said Personal Data.

1.7. Rights of the Applicant

Applicants' are entitled to request information about what type of Personal Data has been processed, collected and/or stored with SIX or with external service providers processing Personal Data on SIX's behalf. Applicants are entitled to:

- Information as to whether and which Personal Data are stored at SIX (the categories of Personal Data concerned, recipients or categories of recipient, the period for which the Personal Data will be stored or criteria used to determine the storage period)
- A copy of the Personal Data
- Request for rectification of Personal Data if they are incorrect
- Request for deletion of Personal Data
- Request for a restriction in Personal Data processing
- Receipt of Personal Data in a structured, accessible and machine-readable format

Any requests relating to information about Personal Data must be addressed to the SIX data protection officer:

SIX Group Services Ltd.
Data Protection Officer
Hardturmstrasse 201
8005 Zurich
Switzerland



E-Mail: dataprotection@six-group.com

1.8. Right of Withdrawal

Applicants may withdraw their consent to the processing of their Personal Data at any given time. Such a withdrawal must be made in writing to the SIX data protection officer.