

	ICRON TEKNOLOJİ BİLİŞİM A.Ş. DISCLOSURE TEXT FOR EMPLOYEE CANDIDATES	Document No	PR12_FR_06
		Release Date	08.12.2020
		Rev. No / Date	02/09.11.2023

This Disclosure Text (Text) is prepared by ICRON Teknoloji Bilişim A.Ş., as data controller, to indicate that, as (ICRON or the Company), we handle the personal data of our employee candidates with great care and to inform you about the personal data processing activities we carry out in accordance with Article 10 of the Personal Data Protection Law No. 6698 (KVKK).

When you apply for a job at ICRON, we recommend that you read this Disclosure Text for Employee Candidates ("Disclosure Text") carefully, as it determines how ICRON will use your personal data and the rights you have in connection with this information. The definition of "Candidates" in this Disclosure Text includes everyone who applies to ICRON for a permanent or temporary job posting.

For detailed information about the processing of your personal data, you can review the "Personal Data Processing and Protection Policy" (Policy) on the "<https://icrontech.com/tr/>" website. If changes are made to this Text, all relevant documents, including the Policy, will be updated.

1. Purpose of Processing Your Personal Data

It is processed in accordance with the general principles set out in KVKK for the purposes of carrying out information security processes for your personal data, conducting employee candidate/intern/student selection and placement process, carrying out the application processes of employee candidates, and carrying out communication activities.

2. Parties to which Your Personal Data is Transferred, Transfer Purposes, and Retention Period

Your data can be transferred to our overseas suppliers for the purposes specified in Article 1 above, within the framework of the processing conditions specified in Articles 8 and 9 of the KVKK by ICRON in accordance with the law. In case your interview result is negative, it will be kept in our systems and in the systems of our service suppliers abroad for "**2 YEARS**", by taking the necessary administrative and technical measures, to be evaluated in the next processes.

3. Your Processed Personal Data, Collection Method, and Legal Reason for Your Personal Data

Your personal data can be collected through our employees / consultants / suppliers to whom you have submitted your CVs to be delivered to our company, your CVs that you have delivered by hand, via e-mail, social media or via the website, the job application form / forms you have filled and delivered and verbally during interviews. It is obtained by you personally through physical and electronic media, through the information/documents you have transmitted/shared personally or via e-mail, and it can be processed and transferred within the processing conditions specified in Articles 5 and 6 of the KVKK (your explicit consent, the establishment or execution of the contract, and being mandatory for the legitimate interests of our company).

	ICRON TEKNOLOJİ BİLİŞİM A.Ş. DISCLOSURE TEXT FOR EMPLOYEE CANDIDATES	Document No	PR12_FR_06
		Release Date	08.12.2020
		Rev. No / Date	02/09.11.2023

YOUR PROCESSED PERSONAL DATA	
IDENTITY	<ul style="list-style-type: none"> Name Surname
CONTACT	<ul style="list-style-type: none"> Phone Number (Personal/Company) (Mobile/Landline) E-Mail Address (Personal / Company) Call Time, Number Log Contact Address (Residence/work/Formal Workplace)
PROFESSIONAL EXPERIENCES	<ul style="list-style-type: none"> Professional skills Profession/duty/title information Job qualifications Reference information Working experiences Job titles/positions Working preferences Educational information Academic qualifications
SKILLS AND ABILITIES	<ul style="list-style-type: none"> Knowledge of foreign languages Computer skills Personal abilities
VISUAL RECORDS	<ul style="list-style-type: none"> Image
PERSONAL INFORMATION	<ul style="list-style-type: none"> Career website profile information Your personal and special personal data that you share with your own consent in your CV Expected salary Reference people Information provided by references Information provided by recruitment or executive search agencies and platforms Date to start work
OTHER INFORMATION	<ul style="list-style-type: none"> Letter of intent Personal website information

1. Your Rights According to Article 11 of KVKK

Personal data owners (Applicants) defined as relevant persons in the Personal Data Protection Law No. 6698 ("KVKK Law") have the following rights in accordance with Article 11 of the Law. If the relevant person submits a request to the Company in order to exercise his or her rights listed in accordance with the application procedure in Articles 13 and 14 of the Law, the Company first examines whether the complaint has been made duly and then provides the necessary information to the relevant person. The Company provides the necessary information to the relevant person regarding how the right in question will be exercised and how the issues regarding the request for information will be evaluated.

The rights of the relevant person in Article 11 of the Personal Data Protection Law No. 6698

- Learning whether my personal data is being processed or not,
- Requesting information if my personal data has been processed,
- Learning the purpose of processing my personal data and whether they are used for their intended purpose,
- Knowing the third parties to whom my personal data is transferred at home or abroad,
- Requesting correction of my personal data if they are incomplete or incorrectly processed,
- Requesting the deletion or destruction of my personal data within the framework of the conditions stipulated in the Law,
- To request that the transactions carried out in accordance with articles (e) and (f) be notified to third parties to whom my personal data has been transferred,
- Object to the emergence of a result against me by analyzing my processed data exclusively through automatic systems,
- Request compensation for my damage in case I suffer damage due to unlawful processing of my personal data.

	ICRON TEKNOLOJİ BİLİŞİM A.Ş. DISCLOSURE TEXT FOR EMPLOYEE CANDIDATES	Document No	PR12_FR_06
		Release Date	08.12.2020
		Rev. No / Date	02/09.11.2023

The Company is not under any obligation to fulfill the requests submitted within the scope of exceptional circumstances listed in Article 28 of the Law and excluded from the scope of application. These exceptional cases are as follows:

- ✓ Processing of personal data for purposes such as research, planning and statistics by anonymizing them with official statistics.
- ✓ Processing of personal data for artistic, historical, literary or scientific purposes or within the scope of freedom of expression, provided that it does not violate national defence, national security, public security, public order, economic security, privacy of private life or personal rights or constitute a crime.
- ✓ Processing of personal data within the scope of preventive, protective and intelligence activities carried out by public institutions and organizations authorized by law to ensure national defence, national security, public security, public order or economic security.
- ✓ Processing of personal data by judicial authorities or enforcement authorities regarding investigation, prosecution, trial or enforcement proceedings.

According to the law, in the following cases, relevant persons cannot assert their other rights except the right to demand compensation for damage:

- ✓ Processing of personal data is necessary for the prevention of crime or criminal investigation.
- ✓ Processing of personal data made public by the relevant person.
- ✓ Processing of personal data is necessary for the execution of auditing or regulatory duties and disciplinary investigation or prosecution by public institutions and organizations and professional organizations that are public institutions, based on the authority granted by the law.
- ✓ Personal data processing is necessary to protect the economic and financial interests of the State regarding budget, tax and financial matters.

For detailed information about your above-mentioned rights in accordance with Articles 10, 11, 13 and other relevant articles of KVKK No. 6698 and your personal and special personal data processed within us, you can access our "Employee Information Text", review the details, and send your applications and requests to ICRON kvkk@icrontech.com, bgys@icrontech.com. You can also reach us by calling "+90 212 328 28 60" to get information and request the "**KVKK Application Form**" if you need it.

Duly requests submitted to the Company will be concluded within 30 (thirty) days at the latest from the date on which these requests are duly submitted to the Company. If the finalization of such requests requires an additional cost, the Company will charge the applicant the fee in the tariff determined by the Board.

Applications can be made using the "**Personal Data Information Request Form**" and any of the applications below.

With the Applicant's personal application,

- ✓ Through a notary or
- ✓ By signing with the secure electronic signature defined in the Electronic Signature Law No. 5070 by the Applicant and sending it to the Company's registered e-mail address icron@hs01.kep.tr,
- ✓ By e-mail sent by the Applicant from the e-mail address previously notified to our Company and registered in our company's system,
- ✓ In order for a person other than the relevant person to make a request, a special power of attorney issued by the relevant person on behalf of the person to apply can be submitted to us by the person acting as proxy.

Information is given specific to written application channels on how written applications can be submitted to us below.

Application Method	Address to Application	Information to be Specified in Application Submission
Application in Person (The applicant must come in person and apply with a document proving his/her identity)	ICRON TEKNOLOJİ BİLİŞİM A.Ş. Reşitpaşa Mah. Katar Cad. ARI3 Binası No:4 İç Kapı No:803 Sarıyer İstanbul Türkiye	"Information Request Within the Scope of the Personal Data Protection Law" will be written on the envelope.
Notification via notary	ICRON TEKNOLOJİ BİLİŞİM A.Ş. Reşitpaşa Mah. Katar Cad. ARI3 Binası No:4 İç Kapı No:803 Sarıyer İstanbul Türkiye	In the notification envelope, "Personal Data Request for Information within the Scope of the Protection Law" will be written.

	ICRON TEKNOLOJİ BİLİŞİM A.Ş. DISCLOSURE TEXT FOR EMPLOYEE CANDIDATES	Document No	PR12_FR_06
		Release Date	08.12.2020
		Rev. No / Date	02/09.11.2023

Via Registered Electronic Mail (KEP) by signing with “secure electronic signature”	icron@hs01.kep.tr	“Personal Data Protection Law Information Request” will be written in the subject line of the e-mail.
--	--	---

The Company may request additional information from the relevant person in order to determine whether the applicant is the relevant person or not, and may ask questions to the relevant person regarding his application in order to clarify the issues stated in the application.

In addition, after the other methods determined by the Board are announced, our Company will announce how applications will be received through these methods.

ICRON TEKNOLOJİ BİLİŞİM A.Ş.

Address/Headquarter: Reşitpaşa Mah. Katar Cad. ARİ3 Binası No:4 İç Kapı No:803 Sarıyer İstanbul Türkiye

Phone/Fax : +90 (212) 328 28 60

Web : www.icrontech.com

KVKK E-mail : kvkk@icrontech.com

bgys@icrontech.com

KEP E-Mail : icron@hs01.kep.tr

Mersis : 0465041513800018

Contact Person : Zeynep Erem Alişoğlu
erem.alisoglu@icrontech.com

I read and understood the disclosure text.

Name Surname :

Date :