Privacy Notice Regarding the Processing of Your Applicant Data

The protection of personal data is of particular importance to us. This notice provides you with information about the processing of your personal data by General Reinsurance AG in accordance with Regulation (EU) No. 679/2016 - the General Data Protection Regulation ("GDPR"), the Federal Data Protection Act ("BDSG"), other applicable data protection regulations, and the rights to which you are entitled under applicable data protection law.

Data Controller – Who Are We?

General Reinsurance AG
Theodor-Heuss-Ring 11,
50668 Cologne, Germany
Tel.: +49 221 9738 0
Fax: +49 221 9738 494
Email: AskGenRe@genre.com

You can contact our Data Protection Officer by mail at the address listed above, with the note "Data Protection Officer," or by email at: DPO_EU@genre.com.

What categories of data do we use, and where do they come from?

As part of the application process, we process various types of data from applicants. The categories of personal data we process include, in particular,

- your basic personal information (such as first name, last name, additional name elements, nationality),
- contact information (home address, (cell) phone number, email address),
- biographical data such as date and place of birth, marital status, and other data submitted as part of the application process (e.g., photo, resume),
- and, if applicable, information regarding work and residence permits.

The data we process also includes special categories of personal data such as religious affiliation, health data, and other data.

Your personal data is generally collected directly from you as part of the application process. In addition, we may use external recruiting services and have received some of your personal data listed above from them. However, in most cases, you will have provided your data to these recruiting service providers yourself.

We may process personal data from publicly available sources (e.g., social media). This applies only to data that you have expressly made public. Furthermore, we do not collect this data automatically, but rather through individual research.

For what purposes and on what legal basis do we process your data?

We process your personal data in compliance with the EU General Data Protection Regulation (GDPR) and any applicable national laws of the EU member states.

First and foremost, data processing is necessary for conducting and managing the application process, deciding whether to establish an employment relationship, and preparing for it (e.g., drafting the employment contract). The primary legal basis for this is Article 6(1)(b) of the GDPR in conjunction with

Section 26(1) of the German Federal Data Protection Act (BDSG). In addition, your separate consent pursuant to Article 6(1)(a) and Article 7 of the GDPR may be used as the legal basis for data protection purposes (e.g., to obtain references from previous employers or to use your data for future job openings). To the extent necessary, we also process your data on the basis of Article 6(1)(f) of the GDPR to safeguard the legitimate interests of us or third parties (e.g., our parent company in the U.S.).

The processing of special categories of personal data (e.g., health data) is based on your consent pursuant to Article 9(2)(a) and Article 7 of the GDPR, unless statutory grounds for processing, such as Article 9(2)(a) of the GDPR, apply. In particular, we assume that you are knowingly sharing information in your application materials that contains special categories of personal data with us.

To ensure that the company can meet its legal obligations, certain positions require us to request information about any criminal convictions and the applicant's financial situation. In addition, we are required to check your data against personal sanctions lists (so-called "terrorism list screening") to ensure that no funds or other economic resources are made available for terrorist purposes (Article 6(1)(c) and (f) of the GDPR).

For other purposes not mentioned here, we use exclusively anonymized data; that is, we will, if necessary, anonymize any personal data known to us in advance through appropriate measures so that it can no longer be traced back to you. This applies in particular when data is included in statistical analyses. Should we wish to process your personal data without anonymization for a purpose other than those mentioned above, we will inform you in advance in accordance with legal requirements and - where necessary - obtain your explicit consent.

Categories of Recipients of Personal Data

► Data Processing within the Gen Re Group

If we have received and are processing your personal data for the purposes mentioned above, some of this data may also be processed by affiliates of General Reinsurance AG. Within our company, your personal data is disclosed only to those individuals and departments that require it to conduct the application process, make hiring decisions, and fulfill our pre-contractual, contractual, and legal obligations. This group of recipients includes, for example,

- Group-wide human resources management and Group-wide human resources administration (including workforce planning, employee development, personnel cost planning, and controlling)
- The managers and employees in the relevant department involved in the hiring decision
- Accounting, Controlling, and Internal Audit, to the extent that we reimburse you for expenses incurred during the application process.

► External Service Providers and Other Recipients

To fulfill our contractual and legal obligations, we sometimes use external service providers and, in specific cases, disclose personal data to other recipients:

- Human resources service providers (temporary staffing agencies and recruitment agencies;
- IT service provider for the maintenance, operation, and backup of systems and applications, data recovery, and data carrier destruction
- Data management service provider for the storage and destruction of records

- Service provider for copying and printing
- Audit service provider for conducting internal audits and IT security audits
- Translators
- Security and guard service providers
- Travel planning service providers
- Banks and credit card companies (for reimbursement of expenses incurred during the application process)
- Government agencies (e.g., Employment Agency, Occupational Safety and Health Administration, regulatory authorities, Immigration Office, Tax Office, courts, Integration Office, law enforcement agencies)

What rights do you have regarding your data?

► Right to access, rectification, erasure, restriction of processing, and data portability

You may request information about the data stored about you at the address listed above. In addition, under certain conditions, you may request correction or erasure of your data. You may also have the right to restrict the processing of your data and the right to receive the data you have provided in a structured, commonly used, and machine-readable format.

► Right to Object

If we process your data based on our legitimate interest, you may object to this processing if your specific situation gives rise to reasons that preclude data processing. You also have the right at any time to object to the processing of your personal data for direct marketing purposes.

► Right to File a Complaint

You have the option to file a complaint with the Data Protection Officer mentioned above or with a data protection supervisory authority, in particular in the Member State where you reside, where you work, or where the alleged violation occurred.[1] The data protection supervisory authority responsible for us is:

State Commissioner for Data Protection and Freedom of Information, North Rhine-Westphalia
P.O. Box 20 04 44
40102 Düsseldorf
Tel.: 0211/38424-0
Fax: 0211/38424-10
Email: poststelle@ldi.nrw.de
Website: www.ldi.nrw.de

► Right to Withdraw Consent

If we process your personal data based on your consent, you have the right to withdraw that consent at any time. Withdrawing your consent may affect the continued processing of your personal data with respect to the purpose in question. For further details regarding the consequences of withdrawing consent, please refer to the information provided to you with the consent form.

Data Transfer to a Third Country

If we transfer personal data to recipients outside the European Economic Area (EEA) - for example, as part

[1] You can find the contact information for all European data protection authorities on the European Commission's official website at http://ec.europa.eu/justice/data-protection/article-29/structure/data-protection-authorities/index_en.htm

of intra-group transfers to the United States of America - the transfer will only take place to the extent that

- the third country has been confirmed by the European Commission to have an adequate level of data protection (so-called adequacy decision),
- a recipient in the U.S. is certified under the EU-U.S. Data Privacy Framework[2] ,
- or other adequate data protection safeguards (e.g., binding corporate rules or EU Standard Contractual Clauses[3]) are in place.

For data transfers within our corporate group, we have entered into an internal data processing agreement with all affiliated companies that specifically incorporates the EU Standard Contractual Clauses and similar clauses in accordance with applicable national data protection laws. You may request detailed information on this matter, as well as on the level of data protection provided by recipients in third countries, using the contact information provided above

Data Retention

We retain your personal data for as long as necessary to fulfill the relevant purpose(s) or as required by law. We delete your personal data as soon as it is no longer necessary for the aforementioned purpose(s). In some cases, personal data may be retained until no further claims can be asserted against our company. If your application is unsuccessful, we generally store your application data for a period of six months after the conclusion of the relevant hiring process, unless the national laws of individual EU member states provide for a different retention period or you have provided your explicit consent to a longer retention period (e.g. by consenting to the inclusion of your applicant data in Gen Re's Talent Pool). If your application is successful, the personal data collected during the hiring process will be transferred to your personnel file and retained for the duration of your employment.

As mentioned above, we also reserve the right to anonymize personal data and continue to retain it in anonymized form.

[2] You can find more information about the EU–US Data Privacy Framework here:

https://www.dataprivacyframework.gov/s/data-protection-authorities

[3] You can find more information about the EU Standard Contractual Clauses here: https://commission.europa.eu/publications/standard-contractual-clauses-international-transfers_en