

INFORMATION NOTICE ON THE PROCESSING AND PROTECTION OF PERSONAL DATA

This Information Notice has been prepared to inform our job applicants about the collection, processing, transfer, and protection of their personal data in accordance with the Law No. 6698 on the Protection of Personal Data (“KVKK” or “Law”) and related legislation by Sosyo Plus Bilgi Bilişim Tekn. Dan. Hizm. Tic. A.Ş., acting as the Data Controller (hereinafter referred to as “Insider” or the “Data Controller”). Insider reserves the right to amend this Notice.

1. Processing of Personal Data and Purposes of Processing

As the data controller, Insider will process your identity, contact, employment, education, and work experience details, as well as any reference information contained in your CV and any other personal data you submit to us as part of your job application (hereinafter referred to as “Personal Data”).

Personal Data may be obtained, recorded, stored, updated, periodically reviewed, transferred to third parties, and deleted in whole or in part by any means and channels, whether verbal, written, or electronic, with the explicit consent of the data subject, in compliance with the Law.

The purpose of processing Personal Data is to carry out the application, selection, and placement processes related to job candidates and to plan human resources processes.

2. Recipients and Purposes of Personal Data Transfers

To fulfill the above-mentioned data processing purposes, Insider may share the relevant personal data—based on the explicit consent of the data subject or in compliance with the security and confidentiality principles specified in the Law and by taking adequate precautions—with:

- Insider group companies located in Turkey and abroad,
- Private institutions and organizations,
- Audit companies,
- Public institutions or organizations authorized to request such data due to a legal obligation.

These transfers will only take place for the purposes outlined in Section 2 and, when applicable, will be carried out with necessary security measures in place.

3. Collection of Personal Data

Personal data may be collected in accordance with the fundamental principles set forth in the KVKK and may vary depending on Insider’s activities. The data may be collected through

automatic or non-automatic means, including but not limited to websites, electronic and/or physical application forms, telephone calls, and similar channels, through verbal, written, or electronic means.

Collected personal data is processed lawfully, fairly, accurately, and, where necessary, up to date, for specific, explicit, and legitimate purposes, in a way that is relevant, limited, and proportionate to the purposes for which they are processed, and in compliance with the principle of storage for no longer than necessary as required by the relevant legislation.

4. Rights of Data Subjects Under Article 11 of KVKK

Pursuant to Article 11 of the Law, Insider will respond to requests from data subjects regarding the following:

- Whether Insider processes the data subject's personal data and, if so, what personal data it processes,
- The purposes of the data processing,
- The third parties to whom personal data is transferred, whether domestically or abroad,
- The rectification of incomplete or inaccurate personal data,
- The deletion or destruction of personal data in accordance with the Law,
- The notification of third parties to whom personal data has been transferred regarding requests for rectification, deletion, or destruction,
- The objection to results that are to the detriment of the data subject when processed exclusively through automated systems,
- The right to obtain a copy of personal data, and,
- The right to request compensation for damages in case of unlawful processing of personal data.

To exercise the above rights, you may submit your request—including the necessary identity information and an explanation of which right you wish to exercise under Article 11 of KVKK—via the Data Subject Application Form (KVKK Application Form) available at www.useinsider.com. Insider will process your request as soon as possible and no later than 30 (thirty) days, free of charge. If the process incurs an additional cost, a fee may be charged based on the tariff determined by the Personal Data Protection Board.