

INFORMATION TEXT ON THE PROCESSING OF THE PERSONAL DATA OF EMPLOYEES OF RWE SUBCONTRACTORS

As the data controller, we, RWE & Turcas Güney Elektrik Üretim A.Ş. ("Company" or "RWE"), would like to inform you about the Law No. 6698 on the Protection of Personal Data ("Law" or "LPPD") published in the Official Gazette dated 7 April 2016 and numbered 29677 in accordance with Article 10 of the Law entitled "Obligation of Data Controller to Inform" for the purpose of protecting the fundamental rights and freedoms of individuals, especially the privacy of private life, and determining the obligations of natural and legal persons processing personal data in the processing of personal data.

I. Data Controller

In accordance with the Law No. 6698 on the Protection of Personal Data, your personal data may be processed, recorded, stored, classified, updated and disclosed/transferred to 3rd parties pursuant to the law and good faith rules by RWE as the data controller within the scope of the purposes described below, and limited to the purpose for which they are processed, where permitted by the legislation.

II. Methods of Collecting Personal Data and Legal Reasons thereof

RWE collects the personal data directly from the subcontractor company, from the subcontractor employees themselves, from the activities performed by the subcontractor employees within the scope of their job descriptions, from the information and documents in the personnel personal file, from the data learned aurally, electronically or in writing through notifications via e-mail, mail, CCTV, other means of communication, notifications from administrative and judicial authorities in line with the following legal reasons specified in Articles 5 and 6 of the Law in direct proportion to the purposes set out in Article (IV) below, mainly for the purposes of continuing and developing the activities within the company in accordance with the personal data processing conditions specified in the Law and fulfilling our legal obligations:

- Where necessary, your explicit consent we received from you (e.g. private health insurance);
- The law having explicitly stipulated the process by which we process your personal data (e.g. creation and storage of your personal files);
- Provided that it is directly related to the performance of the contract and our performance obligation arising from such contract, the fact that the processing of your personal data is necessary (e.g. your identity information);
- Situations where it is necessary to fulfil our legal obligations (e.g. if we ask you to renew your contact information as part of our duty under the law to keep your data up-to-date); and
- The fact that we are obliged to process your data provided that it does not harm your fundamental rights and freedoms (e.g. sharing your personal data with our information infrastructure service providers in this context). During this sharing, we act within the framework of the minimum data collection principle in the Law and avoid sharing personal data that is unrelated to the scope of service.

III. Data Categories and Sample Data Types

Subcontractor Employee	Credentials	Name-Family Name, T.R. ID Number, T.R. Identity Information (ID card serial number, family serial no, etc.), Date of Birth, Place of Birth, Marital Status
	Contact Info	Address, Phone / Mobile Phone
	Corporate Identity Information	Title, Duty
	Professional Experience & Knowledge	Insurance Information, Education Status, Graduation Information, Military Status, Past Work Experience, Hobbies, References
	Personal Information	Job Start / End Date, Assignment Form, CV Information, Professional Qualification Certificate
	Special Quality Personal Data	Signature, Criminal Record, Health Data
	Other	Photo, CCTV

IV. Purposes of Processing Personal Data

Your personal data mentioned above may be processed within the personal data processing conditions specified in Articles 4, 5 and 6 of the Law for the purposes listed below, which are the subject of your disclosure of this data to our Company:

- Planning and implementation of the Company's operation processes, carrying out the necessary works by our related business units for the execution of the commercial activities carried out by the Company and carrying out the related business processes, planning and execution of the field entry processes of the subcontractor employees;
- Fulfillment of obligations arising from legislation, planning and/or execution of occupational health and / or safety processes, ensuring the legal, technical and commercial-occupational safety of the company and the related persons in business relations with the company, ensuring the safety of the company's campuses and fixtures, preventing possible epidemic diseases; and
- Follow-up of legal affairs arising from subcontractor labor relations, providing information to legally authorized public institutions and organizations arising from legislation, planning and execution of company audit activities

V. Transfer of Personal Data

We take care to process your personal data in accordance with the principles of "need to know" and "need to use", by ensuring the necessary data minimization and taking the necessary technical and administrative security measures. Since the execution or supervision of business activities, ensuring business continuity and the operation of digital infrastructures make continuous data flow with different stakeholders essential, we have to transfer the personal data we process to third parties for certain purposes.

Your personal data collected may be transferred to our suppliers, group companies, legally authorized public institutions in line with the realization of the above-mentioned purposes and limited to the fulfillment of such purposes, limited to the personal data processing conditions specified in Articles 8 and 9 of the Law and the purposes stated above, and may be processed at home or abroad.

In detail, with whom and for what purposes your personal data may be shared is as follows:

Subcontractor Employee	Your personal data may be shared with our domestic suppliers in terms of your identity and communication data as well as your personal personnel personal file information with a view to fulfillment of our legal obligations in law, especially in the Labor Law, Occupational Health and Safety legislation, your identity and communication data with a view to ensuring the fringe benefits such as meal card, clothing, with auditors in terms of your personal data during our Company undergoing internal and external audits, the health related data with occupational health and safety specialists as well as workplace doctor with a view to fulfilling our obligations within the scope of Labor Law No. 4857, Occupational Health and Safety Law No. 6331, Social Insurance and General Health Insurance Law No. 5510, and with our group company located abroad, which is our IT infrastructure service provider within the scope of the hosting service with a view to fulfilling our obligations within the scope of respective laws.
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The sharing of personal data with the legally authorized public institutions is as follows:

Subcontractor Employee	There are processes such as sharing the personal data requested during the audit with the Ministry of Labor and Social Security, and sharing the camera records with law enforcement agencies upon request during investigating security incidents within the scope of other legal obligations.
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VI. Your Rights listed in Article 11 of the Law as a Personal Data Subject

As personal data subjects, in order to indicate your requests regarding your rights and to exercise your rights over your personal data, you may contact us via kisisel_verilerim@rwe.com address or contact us using one of the methods in the application form at the address <https://www.rwe-turcas.com/tr-TR>. If you submit your requests to us by specified methods, the Company will

conclude the request free of charge as soon as possible and within thirty days at the latest according to the nature of your request. Within this scope, as personal data subjects, you have the following rights:

- Learning whether your personal data is processed or not;
- If your personal data has been processed, requesting information about it;
- Learning the purpose of processing your personal data and whether they are used in accordance with their purpose;
- Knowing the third parties to whom your personal data is transferred domestically;
- If your personal data is processed incompletely or incorrectly, requesting their correction;
- Requesting the deletion or destruction of your personal data;
- In case your personal data is corrected, deleted or destroyed, requesting that these procedures be notified to the third parties to whom your personal data is transferred;
- Objecting to the occurrence of an outcome against you by analyzing your processed personal data exclusively by means of automated systems; and
- Requesting compensation if you suffer damage due to unlawful processing of your personal data

INFORMATIVE STATEMENT

I acknowledge, represent and undertake that I have read the Information Text regarding the processing of my personal data and that I understand the information regarding the processing and transfer of my personal data.

Name & Family Name:

Date:

Signature:

TEXT OF CONSENT

FOR

PROCESSING OF PERSONAL DATA OF SUBCONTRACTOR EMPLOYEES

I hereby accept and consent that my health related data may be processed by RWE & Turcas Güney Elektrik Üretim A.Ş. (“Company” or “RWE”) for the purposes of RWE being able to carry out the necessary works to be carried out by related business units, mainly the activities of planning and implementing the Company’s operation processes, fulfilling its obligations arising from the legislation, planning and/implementing the occupational health and/or safety processes, planning and implementing the processes of entry to the field, ensuring the occupational health and safety and creating the personnel personal file and implementing the business processes dependent thereon and such data of mine may be shared by the Company with its suppliers from which it procures service and group companies being IT infrastructure service providers within the scope of hosting services in line with these purposes.

Name & Family Name

Date

Signature