

Declaration of Consent and Notification for Applicant Data Processing

Thank you for your interest. Please read this notice carefully. This notice describes how Tricentis GmbH and its subsidiaries ("Tricentis") record and use the data you provide to us by submitting your application. The protection of your personal identifiable data ("Personal Data") during the entire application process is important to us and we want you to feel secure. Tricentis recognizes and respects your privacy. When you submit your application, you expressly agree to the process and transfer of your Personal Data for the purposes described in this notice.

The data controller Tricentis. Tricentis' headquarter is located in Austria. All of its subsidiaries are wholly owned and currently located in Australia, Germany, India, the Netherlands, Poland, Switzerland, United Kingdom and the United States of America (up to date contact details of all Tricentis companies are available at <https://www.tricentis.com/about/locations/>).

The data processor SmartRecruiters. SmartRecruiters Inc. provides a human resource recruiting software program ("SmartRecruiters") hosted on servers owned by Amazon Web Services, Inc. ("AWS"). With SmartRecruiters you can create a personal application profile for submitting your application to Tricentis. SmartRecruiters Inc. is acting as a data processor for Tricentis and therefore ensures the same degree of safeguards as Tricentis does. Further, SmartRecruiters is ISO 27001 certified, which confirms their organization's adherence to robust security controls and processes specific to their products and services. AWS is located in the United States of America and is certified under the EU-U.S. Privacy Shield Framework (<https://www.privacyshield.gov>). Furthermore, AWS security safeguards are continuously audited, with certifications from accreditation bodies across geographies and verticals (read more about AWS compliance at <https://aws.amazon.com/compliance/>).

Personal Data. Personal Data (as defined in Directive 95/46/EC or other relevant EU data protection law) includes any items of information about personal or material relations to an identified or identifiable individual. This includes information such as your real name, your address, your telephone number and your date of birth. Information that is not directly linked to your real identity is not Personal Data. Your Personal Data may be transferred to the United States of America and other countries outside of the EEA which may offer different levels of protection for Personal Data than may be available in your country. Tricentis ensures that all Personal Data is handled, processed, transferred and stored in accordance with relevant EU data protection law, and that outside of the EEA adequate safeguards and procedures providing protection to Personal Data are in place.

Collection and processing of Personal Data. Your submission of your application is entirely voluntary. As part of the application process, Tricentis will collect certain Personal Data about you, including what you submit on application forms, on your résumé, and other documents. Such information may initially include, but is not limited to, your name, address, telephone, email address, date of birth, gender, occupation and education level. Further, your use of SmartRecruiters requires entering applicant data into the SmartRecruiters-hosted environment. The collected applicant data may be processed in and thereafter stored on a server in the United States of America. While browsing on our website, Tricentis may also use IP addresses and cookies in limited ways as stated in our Tricentis Data Privacy Policy (available at <https://www.tricentis.com/legal-information/privacy-policy/>).

Usage, disclosure and transfer of applicant data. Your applicant data that you provide to us are only used to meet your requests and requirements regarding your application. Your Personal Data is only transferred or otherwise passed on to those involved in the application process as part of this process, such as Tricentis human resource department employees, senior management, the respective line management, or in certain cases external recruiting consultants. Those individuals and/or companies are mainly located in the European Union but may also be located in all other parts of the world (e.g. where subsidiaries of Tricentis are located). Depending on vacant positions and for recruiting processes only, we may share applicant data with other companies within the Tricentis group of companies. If you do not wish such a disclosure of your applicant data within the Tricentis group of companies, you certainly have the right to withdraw your consent at any time.

Storage of applicant data. Tricentis may store your applicant data as long as needed for the purpose of your application but not longer than permitted by applicable local law. You can withdraw your consent to the storage of your applicant data at any time.

Right of information, access and accuracy of your applicant data. You have the right to access, update and correct your applicant data at any time as well as get information to whom your applicant data has been made available, either by your update via SmartRecruiters or by submitting a request to Tricentis human resource department (hr@tricentis.com).

By checking the box, I declare that I understand this notice and freely agree that Tricentis, the data controller, will process my voluntarily submitted applicant data for recruitment purposes and that my applicant data for purposes of the application at Tricentis will be transferred to SmartRecruiters, the data processor, in the United States of America.