

**Data protection information**  
<https://www.sopra-financial-technology.com/en/#karriere>

Handling of your data and your rights  
Information in accordance with Article 13 of the General Data Protection Regulation (GDPR)

Dear applicant,

In the following we inform you about the processing of your personal data by us and the rights to which you are entitled under the data protection regulations.

**1. Who is responsible for data processing and who can I contact?**

The Data Controller is:

Sopra Financial Technology GmbH  
Frankenstraße 146  
90461 Nuremberg  
Phone: 0911-9291-0  
Fax: 0911-9291-2177  
E-mail address: [info@sopra-ft.com](mailto:info@sopra-ft.com)

(Note: Your mail traffic is unencrypted;  
you can optionally contact us via [Secure-Mail](#) with an encrypted e-mail)

You can reach our company data protection officer at

Sopra Financial Technology GmbH  
Data Protection Officer  
personal/confidential  
Frankenstraße 146  
90461 Nuremberg  
Phone: 0911-9291-2416  
Fax: 0911-9291-2177  
E-mail address: [datenschutz@sopra-ft.com](mailto:datenschutz@sopra-ft.com)

(Note: Your mail traffic is unencrypted;  
you can optionally contact us via [Secure-Mail](#) with an encrypted e-mail)

**2. What sources and data do we use?**

We process personal data that we receive as part of your application process. Relevant personal data includes, in particular, information relating to your professional background (e.g. training and further education, certificates), your personal details (name, address and other contact details, date and place of birth, and nationality), and your performance records and assessments. This may also include special categories of personal data such as health data, trade union membership, and religious affiliation.

**3. What do we process your data for (purpose of processing) and on what legal basis?**

We process personal data in accordance with the provisions of the European General Data Protection Regulation (GDPR) and the German Federal Data Protection Act (BDSG):

### **3.1 For the fulfilment of pre-contractual obligations (Art. 6 para. 1 lit. b GDPR)**

The processing of personal data (Art. 4 No. 1 GDPR) is carried out for the purpose of examining the application procedure and subsequent decision-making with regard to a possible recruitment. The legal basis for this is Art. 6 para. 1 lit. b GDPR.

### **3.2 Due to legal requirements (Art. 6 para. 1 lit. c GDPR)**

We are also subject to various legal obligations, i.e. statutory requirements (e.g. under the German Banking Act and the Money Laundering Act. This may mean, for example, that we have to ask you to provide a certificate of good conduct.

### **4. Who receives my data?**

Within Sopra Financial Technology GmbH, access to your data is granted to those departments that need it to fulfil their contractual and legal obligations (this includes, for example, the HR department, the respective manager, or the person(s) responsible for recruitment).

### **5. How long will my data be stored?**

If necessary, we will process your personal data for the duration of the application and recruitment process, i.e. until an applicant is hired for the position for which you have applied. If you are hired, we will inform you in a separate information letter about the use of your personal data in the context of an existing employment relationship.

After completion of the application process, we will delete your personal data unless you have been hired and you have given us your consent to continue storing your data.

Exceptions arise in the case of retention and documentation obligations from a legal context, e.g. the General Equal Opportunities Act (AGG) for the obligation to provide evidence of the correct handling of the application and recruitment process in the follow-up.

### **6. Is data transferred to a third country or to an international organisation?**

Data is not transferred to third countries (countries outside the European Economic Area - EEA).

### **7. Is there an obligation to provide data?**

There is no obligation to provide data as part of the application and recruitment process. However, we can only include the data that we have received from you in the decision-making process.

### **8. To what extent is there automated decision-making in individual cases?**

We do not use fully automated decision-making in accordance with Art. 22 GDPR to carry out the application and recruitment process.

### **9. What data protection rights do I have?**

Every data subject has the right of **access** under Art. 15 GDPR, the right to **rectification** under Art. 16 GDPR, the right to **erasure** under Art. 17 GDPR, the right to **restriction of processing** under Art. 18 GDPR and the right to **data portability** under Art. 20 GDPR. You also have the right to **lodge a complaint** with a data protection supervisory authority (Art. 77 GDPR).

The data protection supervisory authority responsible for us is listed below:

Bavarian State Office for Data Protection Supervision

Promenade 18  
91522 Ansbach  
Germany

Phone: +49 (0) 981 180093-0

Fax: +49 (0) 981 180093-800

E-mail: [poststelle@lda.bayern.de](mailto:poststelle@lda.bayern.de)

