

Privacy Notice Candidates

1. Joint Data Controllers/ Contact Details

In the following we inform you about the processing of your personal data carried out by Scalable GmbH, Scalable Capital Bank GmbH and Scalable Operations GmbH, each located at Seitzstraße 8e, 80538 Munich, Germany ("Scalable Capital", "we" or "controller") in connection with your application for employment with Scalable Capital. The responsibility for the data processing described below in the context of the application process lies with one of the aforementioned entities and depends on the position you are applying for. Personal data may be transferred within the group for internal administrative purposes to the respective companies.

To exercise your rights and for further information, please contact us by e-mail at service@scalable.capital or by post to the respective company.

You can reach our Data Protection Officer at privacy@scalable.capital or by post using the before mentioned address.

Candidates applying for positions at justETF GmbH, Seitzstr. 8e, 80538 Munich, Germany, please note the privacy notice at <https://www.justetf.com/en/about/data-privacy.html>.

2. Purpose of Processing and Legal Basis

The data is processed for the purpose of initiating a possible employment relationship under Article 88 (1) GDPR in conjunction with Section 26 (1) German Federal Data Protection Act (Bundesdatenschutzgesetz, BDSG) on the basis of our legitimate interest in conducting research on our candidates in publicly accessible sources in accordance with Article 6(1)(f) GDPR. In the event of employment in our company, we will inform you separately about your personal data stored by us in the further course.

3. Processing of your Personal Data

We process your application documents that you submit on our platform, including for example master data (name, address, telephone number, e-mail address), CV, qualification certificates, work permit, police clearance certificate, cover letter, identification documents, contents of the interview, results of the research conducted and internal memos.

4. Categories of Recipients

As part of the application process, your data will be passed on internally to our management, human resources and the relevant specialist department. For technical processing your data will be stored in our IT systems and in this context passed on to service providers acting as data processors in accordance with Article 28 GDPR (e.g. software as a service provider (SaaS) and cloud service providers). The processors are employed by us on the basis of corresponding contractual agreements and within the framework of legal requirements. Data transmission to a third country outside the EU/EEA (e.g. USA) cannot be ruled out. Such data transmission takes place exclusively on the basis of an adequacy decision (Article 45 GDPR) and/or subject to suitable guarantees (Article 46 GDPR) such as by concluding appropriate EU standard contractual clauses for the transfer of personal data to processors in third countries (pursuant to Article 46 (2)(c)GDPR).

5. Duration of Storage

We process your data for as long as is necessary for the aforementioned purposes. If we reject your application, we will delete your data six months after the rejection. In the event of employment in our company, we will inform you separately about your personal data stored by us in the further course.

6. Rights of Data Subject

If the legal requirements are met, you have the following rights in accordance with Articles 15 to 22 GDPR: right of information, rectification, cancellation and restriction of processing as well as a right to data transferability. In addition, in accordance with Article 14 (2)(c) GDPR in conjunction with Article 21 GDPR, you have a right of objection to the processing, provided that it is based on Article 6 (1)(f) GDPR.

7. Right to Lodge a Complaint with Supervisory Authority

In accordance with Article 77 GDPR, you have the right to complain to a supervisory authority if you believe that the processing of your personal data is not in accordance with the law. The address of the data protection supervisory authority responsible for our company is:

Bavarian Data Protection Authority (BayLDA)
Postfach 1349
91504 Ansbach
Germany

Phone: +49 (0) 981 180093-0

E-Mail: poststelle@lda.bayern.de

8. Obligation to Provide Personal Data

There is no legal or contractual obligation to provide your application data. Nevertheless, provision for a possible employment relationship after a successful application is necessary. If your application data were not provided, an application procedure would not be feasible.

9. Automated Decision-making including Profiling

Neither automated decision-making nor profiling takes place.

Version: 10/2025