

Privacy Policy Nintendo Job Portal

Last updated: 01.2020

Nintendo of Europe GmbH ("Nintendo", „we“, „us“), Herriotstrasse 4, 60528 Frankfurt, Germany operates on its website

<https://www.nintendo.co.za/Corporate/Career/Job-Market/Job-Market-1704244.html> the Nintendo Job Portal (the „Job Portal“) which provides the option to directly apply for jobs.

Nintendo respects your privacy rights and recognises the importance of protecting your personal data.

The following Privacy Policy applies to the Job Portal and shall inform you about how and for which purposes Nintendo collects and processes personal data from you during the application process via the Job Portal. Nintendo is the controller within the meaning of the General Data Protection Regulation (Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 – “GDPR”).

Please read this Privacy Policy carefully before you submit a job application via the Job Portal to Nintendo.

1 What information we process and how information is used (purposes of processing)

1.1 If you apply for a job via the Job Portal, we process your application data (such as name, your email address, your date of birth, your postal address and your phone number), and the files you provided (CV, certificates, letters, including the data contained therein to your person and your qualification) as well as information and messages additionally provided by you such as your planned starting date, your period of notice or your motivation why you would like to apply, for the purposes of processing your application, including the preparation and conduct of job interviews and recruitment tests and the evaluation of the results and as otherwise necessary within the application process. We contact you in the course of the application process to inform you about the status of your application or to invite you to a job interview or a recruitment test. During the application process, our HR department will first process your documents. Should your application fit the requirements for the position, your personal and documents will be forwarded to the relevant department.

1.2 The legal basis for the processing referred to in Section 1.1 is Section 26 para. 1 sentence 1 of the German Federal Data Protection Act (Bundesdatenschutzgesetz). The processing is necessary for entering into a potential employment relationship.

1.3 During the hiring process, your documents will also be made available to the works council for inspection. We hereby fulfil our legal obligations regarding the co-determination rights of the works council.

2 Processing of your personal data when visiting our websites

Information about what information is transferred from your Internet browser to the Nintendo server when you visit our website and for which purposes we process the information as well as information about cookies used on our websites is contained in our [Website Privacy Policy](#).

3 Transfer of data to third parties

3.1 If you are interested in a position with other Nintendo group companies (Europe and worldwide), we may transfer your personal data and documents to the relevant departments of the other Nintendo group company. In this event, the Nintendo group company processes your data for the purposes of processing your application and as far as necessary for the establishment of a potential employment relationship (Section 26 para. 1 sentence the German Federal Data Protection Act (Bundesdatenschutzgesetz)).

Where such Nintendo group companies are located outside the European Union, they are either located in a third country where the European Commission has decided that this country ensures an adequate level of data protection or appropriate safeguards for an adequate level of data protection are provided for by standard data protection clauses that have been adopted by the European Commission and that have been entered into between Nintendo and the other Nintendo group company.

3.2 In compliance with applicable data protection requirements, Nintendo may share your personal data with third party processors acting on our behalf (Art. 28 GDPR) and providing services in connection with the Job Portal. Where such third party processors are located outside the European Union, such third party processors are either located in a third country where the

European Commission has decided that this country ensures an adequate level of data protection or appropriate safeguards for an adequate level of data protection are provided for

by standard data protection clauses that have been adopted by the European Commission and that have been entered into between Nintendo and the third party data processor.

4 Storage time

Your personal data will be generally deleted within six months after the end of the application process unless you gave your consent that we may store your data for a longer period and inform you about suitable job offers in the future (Art. 6 para. 1 lit. a) GDPR). In case you accepted a job offer by us, your application data will be stored in your personnel file.

5 Your rights under GDPR

In particular, but without limitation, you may have the following rights under GDPR:

5.1 Right of access: You have the right at any time to obtain information from us as to whether or not we process personal data from you also have the right to obtain at any time access to your personal data stored by us. To exercise this right you may at any time contact us under the contact details provided in Section 6 of this Privacy Policy.

5.2 Right to rectification of your personal data: If we process your personal data, we shall endeavour to ensure that your personal data is accurate and up-to-date for the purposes for which we collected your personal data. If your personal data is inaccurate or incomplete, you have the right to obtain the rectification of such data. To exercise this right, you may at any time contact us as provided in Section 6 of this Privacy Policy.

5.3 Right to erasure of your personal data or right to restriction of processing: You may have the right to obtain the erasure of your personal data or the restriction of processing of your personal data. To exercise this right, you may at any time contact us as provided in Section 6 of this Privacy Policy.

5.4 Right to withdraw your consent: If you have given your consent to the processing of your personal data, you have the right to withdraw your consent at any time. The withdrawal of the consent does not affect the lawfulness of the processing based on the consent before withdrawal. To

exercise this right, you may at any time contact us as provided in Section 6 of this Privacy Policy.

5.5 Right to data portability: You may have the right to receive the personal data concerning you and which you have provided to us, in a structured, commonly used and machine-readable format or to transmit those data to another controller. To exercise this right, you may at any time contact us as provided in Section 6 of this Privacy Policy.

5.6 Right to object: You have the right to object to the processing of your personal data as further specified in the [Website Privacy Policy](#).

5.7 Right to lodge a complaint with supervisory authority: You have the right to lodge a complaint with a data protection supervisory authority located in the European Union. You may contact the Hesse Data Protection Supervisor.

6 Contact and data protection officer

6.1 If you have any questions about this Privacy Policy or about Nintendo's data processing activities or if you want to exercise any of your rights under GDPR, you may contact us at any time: By mail to Nintendo of Europe GmbH, Attn.: Legal Department, Herriotstrasse 4, 60528 Frankfurt, Germany or via email privacyinquiry.jobs@nintendo.de.

6.2 You can also contact our data protection officer at any time by mail to Nintendo of Europe GmbH, Attn.: Legal Department, Herriotstrasse 4, 60528 Frankfurt am Main, Germany or via email dataprotectionofficer@nintendo.de.