

## Appendix 2

Additional terms for joint controllership or data processor relationships:

Partner	Country	Requirements
StepStone Deutschland GmbH	Germany	The terms about Data Processing at <a href="https://www.stepstone.de/ueber-stepstone/en/legal-notes/terms-and-conditions/">https://www.stepstone.de/ueber-stepstone/en/legal-notes/terms-and-conditions/</a> , Section C, shall apply, whereby clause 1.1 shall be replaced as follows: “If StepStone publishes job ads for the customer, StepStone will, upon customer’s request, publish a button in relation to the job advertisements that is labeled with "Apply Now" or similar. Depending on the customer's decision, this button can link to a standardized application form operated by StepStone on its platforms, with which the applicants can provide the data requested through the form and have them made available by StepStone to the customer. As far as StepStone transfers such application data at the customer’s choice into the specific account of the customer in the StepStone Customer Centre, the customer can access the application there and add comments to the application and, depending on the functionality, also add a status of the application and communicate with the applicant. Such functionality to add comments or a status or to communicate with the applicant shall be provided as data processor on behalf of the customer.” It is furthermore understood that any references to the DirectSearch Database or the Video Job Interview Function shall not be relevant for the present agreement and the Data Processing terms shall only apply to applications via the StepStone platform that are available for the applicant management in the StepStone Customer Center.
StepStone NV	Belgium	The “Additional Terms and Conditions StepStone Data Processor Agreement” at <a href="https://www.stepstone.be/about-us/general-terms-and-conditions/">https://www.stepstone.be/about-us/general-terms-and-conditions/</a> shall apply, whereby clause 1.1 shall be replaced as follows: “If StepStone publishes job ads for the customer, StepStone will, upon customer’s request, publish a button in relation to the job advertisements that is labeled with "Apply Now" or similar. Depending on the customer's decision, this button can link to a standardized application form operated by StepStone on its platforms, with which the applicants can provide the data requested through the form and have them made available by StepStone to the customer. As far as StepStone transfers such application data at the customer’s choice into the specific account of the customer in the StepStone Customer Centre (“Recruiter Space”), the customer can access the application there and add comments to the application and, depending on the functionality, also add a status of the application and communicate with the applicant. Such functionality to add comments or a status or to communicate with the applicant shall be provided as data

		processor on behalf of the customer.” It is furthermore understood that any references to the CV database shall not be relevant for the present agreement and the Additional Terms and Conditions StepStone Data Processor Agreement shall only apply to applications via the StepStone platform that are available fin the Recruiter Space.
StepStone Österreich GmbH	Austria	The “Supplemental terms for contract data processing” at <a href="https://www.stepstone.at/about-us/legal-information/general-terms-and-conditions/">https://www.stepstone.at/about-us/legal-information/general-terms-and-conditions/</a> shall apply, whereby clause 1.1 shall be replaced as follows: “If StepStone publishes job ads for the customer, StepStone will, upon customer’s request, publish a button in relation to the job advertisements that is labeled with "Apply Now" or similar. Depending on the customer's decision, this button can link to a standardized application form operated by StepStone on its platforms, with which the applicants can provide the data requested through the form and have them made available by StepStone to the customer. As far as StepStone transfers such application data at the customer’s choice into the specific applicant administration account within the StepStone Recruiter Space/customer centre, the customer can access the application there and add comments to the application and, depending on the functionality, also add a status of the application and communicate with the applicant. Such functionality to add comments or a status or to communicate with the applicant shall be provided as data processor on behalf of the customer.” It is furthermore understood that any references to the DirectSearch Database or the Video Job Interview Function shall not be relevant for the present agreement and the Data Processing terms shall only apply to applications via the StepStone platform that are available for the applicant management in the Recruiter Space/customer centre.
JOBS.BG Ltd.	Bulgaria	The Data Processing Agreement at <a href="https://www.jobs.bg/terms.php?type=2#doc_6">https://www.jobs.bg/terms.php?type=2#doc_6</a> shall apply.
FIGARO CLASSIFIEDS	France	The section “Traitement de données personnelles” in the CONDITION GÉNÉRALES DE VENTE ET DE REGLEMENT des services Emploi fournis par FIGARO CLASSIFIEDS shall apply.
CV Market	Estonia, Latvia and Lithuania	Clause 6.4 of the terms of use at <a href="https://www.cvmarket.lt/agreement.php?type=1#a6">https://www.cvmarket.lt/agreement.php?type=1#a6</a> shall apply
Jobs.lu (Luxembourg Branch) S.A.R.L.	Luxemburg	The “Additional Terms and Conditions jobs.lu Data Processor Agreement” at <a href="https://en.jobs.lu/TermsAndConditions.html">https://en.jobs.lu/TermsAndConditions.html</a> / shall apply, whereby clause 1.1 shall be replaced as follows: “If jobs.lu publishes job ads for the customer, Jobs.lu will, upon customer’s request, publish a button in relation to the job advertisements that is labeled with "Apply Now" or similar. Depending on the customer's decision, this button can link to a standardized application form operated by Jobs.lu on its platforms, with which the

		applicants can provide the data requested through the form and have them made available by Jobs.lu to the customer. As far as Jobs.lu transfers such application data at the customer's choice into the specific account of the customer on the jobs.lu platform, the customer can access and download the application there (applicant management functionality), Such applicant management shall be provided as data processor on behalf of the customer."
Trovolavoro S.r.l.	Italy	Section 16, "Appointment of Data Processor" of the GENERAL TERMS of Trovolavoro S.r.l. shall apply.
Irishjobs	Ireland	Section 11 DATA PROTECTION OBLIGATIONS FOR ECOMMERCE CUSTOMERS at <a href="https://www.irishjobs.ie/about/terms#ecommerce-data">https://www.irishjobs.ie/about/terms#ecommerce-data</a> shall apply.
Totaljobs Ltd	UK	Section 6,  APPLICATION DATA, at <a href="https://www.totaljobs.com/recruiters/terms">https://www.totaljobs.com/recruiters/terms</a> shall apply.