



Privacy Statement PGGM – Applicants

In the process for recruiting and selecting new employees, PGGM N.V. ("PGGM") collects and processes personal data. PGGM considers it important that this is done carefully, confidentially, transparently, and in compliance with the General Data Protection Regulation (hereinafter: GDPR) and related laws and regulations. In this *Privacy Statement PGGM - Applicants*, we inform you about which personal data we process from you when you apply at PGGM, how we handle this personal data, and what rights you have in this regard. We have a legitimate interest in the processing because, without this data, we cannot assess whether you are suitable for the position and/or inform you about the progress of the application procedure.

1. Our Processing

We collect the personal data you provide to us in the context of your application and store it in our recruitment tool, with the following purposes:

a. Maintaining contact with applicants.

For this purpose, we collect and use the following contact details: last name, first name, middle name, title, gender, date of birth, address, postal code, city, phone number, and email address.

b. Obtaining a good understanding of the suitability of candidates for the open vacancy by requesting additional information from the candidate and conducting interviews with the candidate.

This additional information may include:

Information about completed education, courses, and internships. Other information provided, such as data in a cover letter, a curriculum vitae, diplomas, grade lists, internship evaluations, references, a certificate of conduct, an assessment report, and information provided by referees. Visiting social media platforms, such as LinkedIn, where we only look at work-related or business information.

c. Improving the application process based on feedback

After the application procedure, we may ask you by email to provide feedback on the application process at PGGM. For this purpose, we will process your contact details and the status of your application. The feedback is intended to improve our recruitment and selection procedure. We base this processing on our legitimate interest. Each email will include an option to unsubscribe from further feedback requests. This feedback is collected via a processor (Ratecard), with whom we have entered into a processing agreement.

2. Why and How Long We Retain Personal Data

Your personal data will be deleted within four weeks after the application procedure is completed. If you indicate, we will keep your personal data on file for up to one year after the end of the application procedure. You can withdraw your consent at any time. If you join us, we will include the necessary data in our personnel administration.

3. Security of Personal Data

PGGM has taken appropriate technical and organizational measures to secure your personal data against loss or any other form of unlawful processing. PGGM employees only have access to your personal data if this is necessary for the performance of their duties and are always bound by confidentiality.



4. Providing Personal Data to Third Parties

In connection with the execution of the recruitment and selection procedure, we use (sub)processors, such as the IT supplier that provides the recruitment tool. PGGM only engages (sub)processors if this is in line with the relevant requirements of the GDPR and its own privacy policy. Processors always receive only the necessary personal data from PGGM. They may not use this data for any other purpose. We only transfer your personal data to parties outside the European Economic Area (EEA) after ensuring that your privacy rights are adequately protected outside the EEA.

5. Your Rights

Under the GDPR, you can request PGGM to:

- Provide access to your personal data;
- Supplement, correct, or delete your personal data;
- Restrict your personal data;
- Transfer your personal data to you or a third party.

These rights are not absolute. We will assess your request in accordance with the GDPR. We may ask you to identify yourself in this process. PGGM will provide information about the actions taken in response to your request within one month of receiving your request. We may extend this period by two months due to the complexity of a request or the number of requests we receive. In such a case, we will inform you. You also have the right to object to the processing of your personal data.

6. Data Protection Officer

PGGM has appointed a Data Protection Officer who oversees the processing of personal data. If you have any questions, comments, or complaints about how PGGM handles your personal data or if you wish to exercise your rights as a data subject, you can contact the Data Protection Officer. The contact details of the Data Protection Officer are:

PGGM N.V.
T.a.v. Functionaris voor Gegevensbescherming
Postbus 117
3700 AC Zeist
Email: Functionaris.Gegevensbescherming@pggm.nl

7. Data Protection Authority

You have the right to file a complaint with the Dutch data protection authority, Autoriteit Persoonsgegevens, about PGGM's processing of your personal data. You can find more information on the website of Autoriteit Persoonsgegevens.

8. Changes to the Privacy Statement

This Privacy Statement is published on <https://www.pggm.nl/werken-bij/sollicitatieprocedure/>. PGGM makes changes to this Privacy Statement from time to time. The last update was on 03-07-2025. If we make any changes, the Privacy Statement will receive a new date.