



Candidate Privacy Statement

Contents

Who are we?	3
How do we handle your personal data?	3
Which personal data do we process?	3
Social Media	4
Why do we process your data?	4
Website	4
On what basis do we process your data?	4
Consequences of not providing personal data	5
How do we secure your data?	5
How long do we retain your data?	5
With whom do we share your data?	5
Transfer of personal data outside the EEA	6
What are your rights?	6
Profiling and automated decision-making	7
Questions or complaints?	7
Amendments to this privacy statement	7

Candidate Privacy Statement

This privacy statement applies to candidates (hereinafter: 'candidate') who are interested in working at ASR Nederland N.V. (hereinafter: 'a.s.r.'). In this privacy statement we explain how we handle your personal data when you apply for a vacancy with us (directly or via an external party), when you create a vacancy alert, when you attend one of our recruitment events, when you visit our 'working at a.s.r.' website, or when you contact an a.s.r. recruiter or any other a.s.r. contact person.

This privacy statement does not apply to (future) employees for whom the onboarding process has begun, employees who have entered into employment with a.s.r., former employees, or external workers (hereinafter: 'employee'). For these groups, the Employee Privacy Statement applies.

Who are we?

ASR Nederland N.V. is the data controller and the point of contact for the processing of personal data.

Visiting address:

Archimedeslaan 10
3584 BA Utrecht

Postal address:

PO Box 2072
3500 HB Utrecht

How do we handle your personal data?

a.s.r. and all its brands handle your personal data with care. We comply with all applicable (privacy) legislation. All employees are bound by confidentiality and have taken an oath or affirmation in which they declare that they will act with integrity and due care.

Which personal data do we process?

When you create a vacancy alert or apply for a vacancy with us, you share personal data with us. The data we process includes, at minimum: your name, address, place of residence, telephone number, email address, date of birth and gender.

During the application process we also process data such as your work experience, any salary details, whether you fall under a target group of the Participation Act (in which case we may also process your citizen service number (BSN)), education details and assessment results. If you hold a nationality from a country outside the European Economic Area (EEA), we may also process information about your work and residence permit. We also process any information you share with us directly, for example via your cover letter and CV (including, for instance, your photograph or social media profile such as LinkedIn) or information you provide during interview conversations.

We may also process the above data received through third parties. This may include recruitment partners such as recruitment and selection agencies or temporary employment agencies. For candidates with a distance to the labour market, we may also receive information from the Employers Service Point (UWV), municipalities and job coaching organisations.

All data relevant to the application process is recorded in a candidate file.

Social Media

This privacy statement also applies to information we receive from you via social media platforms (such as LinkedIn). The use of social media is your own responsibility. This privacy statement does not apply to how these platforms process your personal data. Please note that many social media platforms are located outside the EEA and store data outside the EEA, where EEA privacy legislation generally does not apply. We advise you to consult the privacy statements of these social media channels for more information on how they handle your data.

Why do we process your data?

We treat your data confidentially and process it only for the following purposes:

1. Sending vacancies based on your vacancy alert or interest shown during one of our recruitment events;
2. Searching online for suitable candidates, for example via LinkedIn;
3. Assessing whether you are suitable for the role you have applied for. We need your personal data to assess your suitability and decide whether to invite you for an interview. As part of the application process, you may be asked to complete an online assessment. Results are used solely to evaluate your suitability. If you are not selected, these results are deleted immediately. If you join a.s.r., the data is retained according to the data retention policy for employees;
4. Conducting the integrity screening process. This screening is required under the Financial Supervision Act and the Sanctions Act. Screening takes place only after you have accepted an offer;
5. Communication during the application process;
6. Initiating the onboarding process;
7. Securing buildings and registering visitors. We may use your data to create an access pass to the building. Our premises are monitored by cameras which may record images of you;
8. Contacting references you provide. We assume that your reference has consented to sharing their data;
9. Analysing and reporting on recruitment activities at an aggregated level;
10. Complying with applicable laws and regulations.

Website

Our website uses various types of cookies. We consider it important that you have control over your online privacy and therefore want to inform you as complete as possible about which cookies we use and for what purposes. Please refer to our cookie statement for more details.

On what basis do we process your data?

We process your personal data based on one of the following legal grounds:

- You have given consent for the processing of your personal data. If we process your personal data on the basis of consent, you may withdraw that consent at any time. However, withdrawing consent does not affect the lawfulness of any processing carried out prior to the withdrawal. You can withdraw your consent by sending an email to hr@asr.nl. This applies to the purposes listed under 1, 2 and 8.
- The processing is necessary for the preparation of your (employment) agreement, should we enter into such an agreement with you. This applies to the purposes listed under 3, 4 and 6.
- The processing is necessary due to a legitimate interest. In such cases, we balance a.s.r.'s interests against your interest in the protection of your personal data. For example, to send you job vacancies because you have created a vacancy alert, or because you contact an a.s.r. representative. We also process data in the context of recruiting suitable candidates, ensuring an efficient and effective application process and maintaining good communication with applicants. In addition, we aim to prevent fraud and unethical behaviour within the financial sector. This applies to the purposes listed under 5, 7 and 9.
- The processing is necessary to comply with a legal obligation. This applies to the purpose listed under 10.

Consequences of not providing personal data

The personal data we request is necessary for the purposes described above. If you do not provide this data, this may affect the recruitment process.

How do we secure your data?

We handle your personal data with care and take the necessary technical and organisational measures to ensure an appropriate level of protection. These measures are designed to safeguard your personal data against loss or unlawful processing. We devote significant attention to optimally securing the systems in which personal data is stored. This includes measures to ensure the secure use of our website and IT systems and to prevent misuse. We also secure the physical locations where personal data is held. The security of our data traffic is monitored 24 hours a day. We have an information security policy in place and provide training to our employees on the protection of personal data. Only authorised employees who require access to your data for their role are allowed to view and process it. All our employees have taken the oath or solemn affirmation, in which they declare that they will comply with laws and regulations and codes of conduct, and will act with integrity.

How long do we retain your data?

We do not retain your personal data for longer than necessary for the purpose for which it was collected, or to comply with legal requirements. In some cases, statutory retention periods apply; in other cases, a.s.r. determines retention periods based on legislation and regulations, which are set out in our retention policy. We retain most candidate data for up to four weeks after the application process finishes, unless you give us permission to retain it longer - for example, to contact you about future vacancies. In that case, we retain your data for up to one year from the moment consent was given. You can withdraw your consent at any time by deleting your account in the recruitment portal, unsubscribing from the vacancy alert or by submitting a request for us to delete your data. If your application results in employment, your data is retained in accordance with the employee data retention policy.

With whom do we share your data?

We only share personal data with third parties if this is necessary for the aforementioned purposes and only on the legal bases set out in this privacy statement. We provide your personal data to, among others, the following third parties.

Within a.s.r.

We share your data within ASR Nederland N.V., including its brands and entities. Data is only made available to those who need it to perform their role, such as those that conduct an interview with you.

Outside a.s.r.

We may also share your personal data outside a.s.r. In such cases, we share your personal data with business partners such as temporary employment agencies, intermediaries, recruitment and selection agencies, service providers and - where necessary to comply with laws and regulations - authorised public authorities. For most vacancies, we ask you to complete an online assessment during the application process. In that case, we share your data with an assessment agency.

We may also outsource the processing of your personal data to third parties, such as an IT supplier. Where we remain responsible for the processing of your personal data, we make clear agreements with these parties to safeguard your privacy.

Your personal data will never be sold.

Transfer of personal data outside the EEA

Your data is generally processed within the European Economic Area (EEA). If we share data with parties located in a country outside the EEA, or if personal data is processed outside the EEA, we ensure that the protection of your personal data remains adequately safeguarded. For example, we may use the Standard Contractual Clauses (European model contract provisions). We make clear agreements with these parties to ensure that processing takes place in accordance with European legislation.

What are your rights?

You have the right to access, correct or delete your personal data. You also have the right to withdraw any consent you may have given for the processing of your data, or to object to the processing of your personal data. Where necessary, we may ask security questions or request additional information in order to identify you before we can respond to your request. You can exercise your rights by sending a request to hr@asr.nl.

If we are unable to comply with your request, we will inform you of the reasons.

a. Access and correction (right of access and rectification)

You have the right to ask us which personal data we process about you and/or to have inaccurate data corrected.

b. Deletion of data

In certain cases and subject to conditions, you have the right to have the personal data we hold about you deleted. This applies if:

- the personal data is no longer required for the purposes for which it was collected or otherwise processed;
- you withdraw your consent for the processing;
- you raise a justified objection to the processing;
- your personal data has been processed unlawfully by us;
- there is a legal obligation to delete the personal data.

c. Right to object

You have the right, at any time, to object to the processing of your personal data that is based on a legitimate interest of a.s.r. or a third party. In such cases, we will no longer process your data unless there are compelling legitimate grounds for the processing that outweigh your interests, or if the processing is connected to the establishment, exercise or substantiation of a legal claim.

d. Right to restriction of processing

If you believe that we are processing your personal data unlawfully, you may request the restriction of processing. This means that the data will not be processed by us for a certain period.

e. Right to transfer of data (data portability)

You have the right to receive a copy of the personal data you have provided to us for the performance of an agreement you have entered into with us or on the basis of your consent. This only applies to personal data that we have received directly from you, and not to data obtained from third parties. The purpose of this right is to enable you to transfer these data easily to another party.

Profiling and automated decision-making

In certain situations, profiling may occur – for example, when we ask you to complete an assessment. Based on personal preferences you provide during an assessment, a profile is created as part of the recruitment process. This information is not retained for longer than necessary and for a maximum of two years.

We do not use automated decision making. Recruitment decisions are always made by people and are therefore not automated.

Questions or complaints?

Questions or complaints?

If you have any questions about this Candidate Privacy Statement, or if anything is unclear about how we handle your personal data and your privacy as a candidate, please contact HR by sending an email to hr@asr.nl.

You can also contact the Data Protection Officer of ASR Nederland N.V. Send an email to anl.compliance.fg@asr.nl or send a letter to:

a.s.r.
FAO: Data Protection Officer
Compliance Department
PO Box 2072
3500 HB Utrecht

You may also submit a complaint to the Dutch Data Protection Authority (www.autoriteitpersoonsgegevens.nl).

Amendments to this privacy statement

Privacy legislation continues to evolve. We may amend this privacy statement to keep it up to date. We do so in the event of new developments, for example if something changes in our business activities, in the law or in case law. We therefore advise you to consult this privacy statement regularly to stay informed. If a material change is made to this Candidate Privacy Statement, a clear notification will follow (for example on our website).

This Candidate Privacy Statement was last amended on 27 February 2026.

