

Privacy Statement

for processing candidate profiles and applications in the Allianz Careers Portal

Allianz offers you a state-of-the-art online Careers Portal, designed to help you search and apply for various job opportunities at Allianz. When you use this portal, Allianz processes and uses your personal information, which is any data linked/ attributed to you (hereinafter referred to as “**personal data**”).

This Privacy Statement sets out which kind of personal data will be collected, processed and used in the context of the Allianz Careers Portal, for which purposes, with whom this personal data may be shared and which rights you have as data subject in this regard.

In addition, the Privacy Statement also provides important information about how we process and make decisions about job applications, including systems we use, leveraging artificial intelligence and automation features.

Protecting your privacy is a top priority for us. **Please read this notice carefully.**

Scope of this Privacy Statement

This Privacy Statement applies to both **internal (Allianz employees) and external candidates** wishing to explore and/ or apply for Allianz job opportunities advertised via the Allianz Careers Portal.

Allianz Group operates in almost 70 countries with its headquarters, Allianz SE, located in Koeniginstrasse 28, 80802 Munich, Germany. For the purpose of this Privacy Statement, we will refer to all Allianz companies using the Allianz Careers portal as “**Allianz**”, “**we**”, “**us**” or “**our**”. In some instances, additional local Privacy Statements may apply due to the local regulations in each country and can be accessed in the following link: Allianz companies.

Kindly note that this privacy notice does not apply to you, if you are a candidate applying to one of the **Allianz USA-based entities**, including Allianz Life Insurance Company of North America and its subsidiaries in the USA or AGA Service Company, registered in the USA. Please check the Allianz Life Insurance Company of North America and/or AGA Service Company Privacy Notice for information about how your personal information is collected, used and disclosed.

1. Who is responsible for the processing of your personal data?

Allianz Careers portal consists of the **Allianz Careers website**, recruiting and content management systems, where we process your personal data and job applications.

Allianz SE is solely responsible for the operation of the **Allianz Careers website**. For information about personal data processing on the website, please refer to a separate Privacy Notice. Allianz companies which advertise their job opportunities via the website are solely responsible for the content of their respective advertisements.

Allianz SE is jointly, with other Allianz companies, responsible for the operation of the recruiting and content management systems, to ensure the systems meet the recruitment needs and strategies of the Allianz Group. The Allianz companies jointly design and maintain the systems and its functionalities to ensure your experience is enjoyable and seamless when searching or applying for various job opportunities. Allianz companies are also jointly responsible for processing all your personal data you decide to share with us. Once you create your own candidate

profile, you can decide on the scope of the Allianz companies you would like to share your data with. In instances when you sign up for our talent community or agree to receive a service from us such as job alerts or job recommendations, your profile will be shared with all Allianz companies. More information on the access options for your profile is included in **Section 4** of this Privacy Statement.

Once you submit an application for a job, the Allianz company which provided the job offer, becomes the single responsible data controller for the processing of your personal data in relation to this application. The Allianz company where you applied for the job will solely make a decision in regard to the evaluation and handling of your application as well as determine how long your application data will be retained for.

2. What personal data will we collect, process and use?

We will collect, process, and use the following types of your personal data

- Login details: e-mail address and password;
- Your anonymized IP address and browsing behavior;
- Basic personal details: first name, last name, email address, phone number, country of residence, date available for this job; Upon voluntary basis: middle name, street and number, city, postal code and referrer name;
- Gender identity & special needs during the recruitment process (optional and depending on the country local regulations of the Allianz company offering a job);
- Any information you provide to us in your CV (resume) and/or cover letter and/ or additional documents to support your job application;
- Any other personal information that you voluntarily decide to include in your CV (resume) and/ or additional documents you share with us when creating a profile, joining Talent Community of when sharing it with a specific Allianz recruiter;
- Your job preferences and other information you shared with us when setting up your personal Job alerts, searching for job recommendations on the website or by interacting with our Chat Bot (optional) as outlined below in **Section 3**;
- Communication between you and Allianz (for example when confirming an interview or preparing screening questions and responses in regards to your application);
- Information you publicly shared on external professional networking platforms such as LinkedIn, provided you gave us prior consent to collect such information and we process it in line with the Terms & Conditions of the external platform;
- Audio or video recordings and any written submissions you provide to us in support of your application during an interview pre-screening process. In case you decide to use an App in this submission, we will obtain it based on your consent, which you have provided to the owner of the App and our trusted provider:

Phenom People Inc
 300 Brookside Ave # 18
 Horsham Pennsylvania 19044
 United States

- Any other data in support of your application based on the local regulations of the Allianz company offering a job opportunity.

3. For which purposes and on which legal bases do we collect, process and use your personal data?

Please find Table 1 and Table 2 describing purposes and legal bases we rely on as per the General Data Protection Regulation (GDPR) when we collect, process and use your personal data:

Table 1: Where Allianz companies are jointly responsible:

Purpose	Legal basis (GDPR)
When you access the Allianz Careers Portal website, to provide you with content you are interested in and for technical administration required to maintain a secure website.	Legitimate interest Art. 6.1 (f)
Provide technical support in regard to your profile (e.g. log-in issues) and ensure security of the systems where we manage your personal data.	Legitimate interest Art. 6.1 (f)
Research and develop the Allianz Careers Portal website , based on the analysis of website use, in line with your preferences selected in the Cookie Settings. You can access more information about the Allianz Careers Portal website in a separate Privacy Notice .	Legitimate interest Art. 6.1 (f)
Create anonymized and pseudonymized reports to gain further insights to a) basic statistics (including number of website visitors, number of applications), b) improve candidate experience with regard to our online application system, the interaction with recruiters and hiring managers, c) improve efficiency (including time to hire, number of interviews automatically triggered), and d) effectiveness (including closure rate of open roles).	Legitimate interest Art. 6.1 (f)
Enable you to create and manage your candidate profile which you will use when searching and applying for job opportunities. You can also decide how broadly you would like to share your profile within the Allianz Group. You can adjust & amend your personal profile including personal information and documents you shared with us anytime by accessing your profile settings as described in Section 4 .	Consent Art. 6.1 (a)
Process your profile you have created and structure the relevant data from your resume and other data/ documents you submitted to us using	Legitimate interest Art. 6.1 (f)

<p>Artificial Intelligence (AI) technology (Resume parser – see Section 5 for more details).</p>	
<p>Identify suitable job opportunities based on your <u>skills, job title, work experience and location</u> using AI technologies (AI Discovery and Fit score – see Section 5) on the candidate profile you have created.</p>	<p>Consent Art. 6.1 (a)</p>
<p>Create a profile on your behalf based on data / documents you shared with us when using our services available on the Careers Portal website (Talent community, job alerts, job recommendations) and interacting with our Chat bot. Such profile will be subject to processing by AI technologies (Resume Parser and AI Discovery – see Section 5 for more details).</p>	<p>Performance of a contract Art. 6.1 (b)</p>
<p>Enable us to contact you should we believe that you may be a good fit for an existing job opportunity based on your profile, personal data and documents you have provided to us.</p>	<p>Consent Art. 6.1 (a) when you create your own profile</p> <p>Performance of a contract Art. 6.1 (b) when we create a profile for you on your behalf</p>
<p>Send you job alert notifications to inform you about jobs you could be interested in based on your preferences when using a Job alert functionality on our Careers portal website or when interacting with our Chat bot.</p>	<p>Performance of a contract Art. 6.1 (b)</p>
<p>Enable you to search for jobs that interest you on our Careers portal website.</p>	<p>Legitimate interest Art. 6.1 (f)</p>
<p>Send you emails and/ or SMS messages (US and Canada only) about job openings, company news and other career-related information if you opt-in for this feature. You can opt-in in two alternative ways:</p> <ul style="list-style-type: none"> a) by ticking the checkbox “Yes, I want to receive communication about job opportunities and relevant news from Allianz” on candidate profile creation in the section “Notification” and in your existing candidate profile in the section “Search Options and Privacy” b) by opting-in for this service when sharing your data, resume and other documents on our Careers portal website 	<p>Consent Art. 6.1 (a)</p>
<p>Enable you to join a Talent community in order to receive relevant news from Allianz and information about suitable job opportunities based on your <u>skills, job title, work experience and location</u> using AI technologies.</p>	<p>Performance of a contract Art. 6.1 (b)</p>
<p>Offer you the option of interacting with our Chat Bot when visiting our Careers job portal in order to find the right information.</p>	<p>Legitimate interest Art. 6.1 (f)</p>

Table 2: Where Allianz companies are responsible individually

Purpose	Legal basis (GDPR)
Receive, process and assess your application for a job you apply for. This may include request for additional information by each Allianz company, depending on the local regulations. Please refer to additional local privacy notices, <u>Allianz companies</u> , where applicable.	Performance of a contract Art. 6.1 (b) Consent of a legal guardian for processing personal data of applicants under the age of 16 (where applicable).
Enable us to use Artificial Intelligence (AI) technologies (AI Discovery and Fit score – see Section 5) when assessing your job application along the following criteria: <u>skills, job title, work experience and location</u> .	Consent Art. 6.1 (a)
Process your written submissions, audio or video recordings in order to further assess your suitability for a job you applied for. The audio and video recordings are transcribed using AI technologies .	Consent Art. 6.1 (a)
Organise and schedule an interview using AI/ automation technologies if your application was shortlisted for an interview.	Performance of a contract Art. 6.1 (b)
Use pseudonymized data based on your personal data to train our automated interview scheduling AI algorithm to improve its efficiency and effectiveness.	Legitimate interest Art. 6.1 (f)
Enable us to process your personal data made publicly available via external professional networking platforms such as LinkedIn if your profile is of interest to us (with your prior consent).	Consent Art. 6.1 (a)
Initiate the onboarding process in case of a successful outcome of your application.	Performance of a contract Art. 6.1 (b)
Establish, enforce or defend against legal claims	Legitimate interest Art. 6.1 (f)
Meet legal obligations depending on any country-specific local regulatory requirements.	Legal obligation Art. 6.1 (c)
Comply with requests from courts or regulators or where it is necessary to investigate, prevent or take action regarding illegal activities, suspected fraud, situations involving potential threats to the safety of any person or violations of Allianz policies or terms.	Legal obligation Art. 6.1 (c)
Generate anonymized and pseudonymized reports to gain further insights to a) basic statistics (including number of website visitors, number of applications), b) improve candidate experience with regard to our online application system, the interaction with recruiters and hiring managers, c) improve efficiency (including time to hire, number of interviews automatically triggered), and d) effectiveness (including closure rate of open roles)	Legitimate interest Art. 6.1 (f)

Additional note:

We will not process your personal data based on our legitimate interests if we determine in a case-by-case assessment that our interests are overridden by your interests or fundamental rights and freedoms. If you wish to receive further information on our assessment, please contact our Chief Data Protection Officer at Allianz SE or responsible Data Protection Officer in each of the respective Allianz companies.

4. Who will have access to your personal data?

For the purposes mentioned above, we will disclose your personal data to the following recipients or categories of recipients:

- **HR-related functions** within Allianz (recruiters, HR business partners, HR shared services centers, HR super administration users involved in processing your job application or providing support regarding your account);
- **Hiring managers** in business functions where a job opportunity exists (only relevant to shortlisted candidates by the recruiters);
- **Allianz Companies :**
 - When you sign up in one of our **Talent Communities** on our Allianz Careers Portal website, your personal data and any information you provide to us including your CV (Resume) will be shared with all Allianz companies, which means you may be contacted by any of the companies for any suitable job opportunities (your data is referred to as Lead data).
 - When you accept a service from us, which includes receiving regular email **job alerts, job recommendations** on the website or job recommendations when interacting via our virtual Chat Bot, the personal data you decide to share with us will be shared with all Allianz companies, which means you may be contacted by any of the companies for any suitable job opportunities (your data is referred to as Lead data).
 - If you agreed that one of the **Allianz recruiters adds your personal data** to our candidate database, your personal data will be shared with other recruiters who have the same level of access (scope) as the recruiter who added your data to our candidate database_(your data is referred to as Lead data).
 - Once you decide to **create a candidate profile with Allianz**, which you will need if you would like to apply for a job opportunity, you can then decide to make your profile available to other Allianz Companies as follows:
 - 1) all Allianz recruiters worldwide
 - 2) recruiters in the region of the country of your residence or country where a job is advertised
 - 3) only companies where you applied for a job – please note that some recruiters processing your application may be located in another country to where a job opportunity exists

The above options can be selected when creating your candidate profile. Your preferences can however be adjusted anytime when in your profile in the section **“Search Options and Privacy”** ;

- **Third party agents, service providers and advisers** (commissioned by us to provide HR services and IT maintenance/ support):
 - Allianz Technology, Germany
 - SAP Deutschland SE & Co. KG, Germany
 - Talentcube GmbH, Germany

(additional third parties may be included, depending on the location and local service arrangements of each Allianz company);

- **Law enforcement, government authorities or courts** where necessary to comply with applicable laws;
- **Other parties** in the event of any contemplated or actual reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business, assets or stock (including in any insolvency or similar proceedings).

We will not disclose your personal data to any parties who are not authorized to process them.

5. What systems, including Artificial Intelligence (AI) technologies does Allianz use when processing your personal data?

Allianz uses the following systems when processing your personal data:

- **Our recruiting system**, which enables:
 - creation of job postings on the Allianz Careers website
 - creation of candidate profiles
 - processing of all job applications
 - recording of job offers, leading to an onboarding process of the successful applicants
- **Our content management system**, which offers **Candidate Relationship Management** functionalities as well as **AI technologies** which enhance the efficiency and effectiveness of our recruitment process and management of our candidate pools. Following are the AI technology components we use:
 - **Resume parser**: an AI tool which automatically structures data from your submitted CV (resume) and other documentation so that we can use this data when engaging with you as a potential candidate or job applicant;
 - **Fit score**: an AI technology which provides an indication of a likely fit/match between your profile and an advertised position. The fit score generated by this AI technology considers a limited number of job-relevant parameters (job title, experience, location & skills) and serves as an indicator to our recruiting teams when assessing your suitability for a particular position you applied for. Settings for the above mentioned parameters are always determined by the recruiters, depending on the job requirements and specifications;
 - **AI Discovery**: is a collection of Fit score recommendations if you have not yet applied for a job, however agreed to your profile being processed by AI technologies, which assist our recruiters in

finding suitable candidates for existing openings. This includes if you signed up for a Talent Community or shared with us your personal data and documents directly via the Careers portal or by interacting with the chatbot (your data would be considered Lead data as mentioned in Sections 3 and 4);

- **Video/ audio transcriptions:** are automated transcriptions of submitted recordings during the screening process;
- **Automated interview scheduling:** is a tool which enables faster organization of a suitable interview time slot with a to-be-interviewed applicant with Allianz business/ HR representatives;
- **Personalization on demand:** is a functionality which enables you to interact with our website in an easy, interactive and intuitive manner to generate personalized job suggestions, help you create a lead profile easily so that we can contact you in case of suitable job opportunities;
- **Chat bot:** our Chat bot is an AI based functionality which you can access on our Careers Portal, if you prefer a more conversational and digital interaction with machine based bot to ask questions, search and even apply for a current open job posting, create your profile and setup job alerts.

Important note regarding the AI technologies:

As per the AI Act issued by the European Commission, in force since 1. August 2024, the AI systems intended for use in the recruitment or selection of natural persons, in particular when placing targeted job advertisements, analyzing and filtering job applications and evaluating candidates, are considered **High Risk AI Systems**. Allianz applies strict technical and organizational controls to ensure ongoing and proactive management of the risks associated with the use of such AI Technologies, including human oversight, bias detection, cybersecurity measures, accuracy checks and record management.

The only AI functionality which uses pseudonymized personal data of our candidates for training purposes is the automated interview scheduling. Allianz relies on legitimate interest as a legal basis for such processing (as explained in **Section 3** above) as any potential adverse impact on you as a candidate/ job applicant when using pseudonymized data for training is assessed as low.

Does Allianz use automated decision making when assessing your profile/ job application?

Allianz considers the Fit score and AI Discovery functionalities as automated decision making (referencing Article 22 (1) of the GDPR). The functionalities produce a Fit score, which serves as an input/ recommendation on the likely fit of your profile for a job or a potential job to our recruiters when determining the next steps in the recruitment/ selection process (hence resulting in a legal effect to you as an applicant or as a lead). We use these functionalities either with your explicit consent, or where you have accepted use of such functionalities as part of our service to you. This includes asking for job recommendations based on the data and documents you provide to us on our Careers portal website, and joining a Talent Community (please refer to **Section 9** in regard to your rights in case you wish to withdraw your consent or unsubscribe from our services).

How does the Fit score work?

The suggested fit scores use a limited number of job-relevant parameters (job title, experience, location & skills) to assess your likely fit against the job requirements and may not assess any additional and important aspects. As such, we have implemented robust organizational measures, training and quality controls to ensure human oversight of the accuracy of the fit score functionality and fairness during the profile/ application process. As an example,

Allianz recruiters are able to add information to your profile or correct any information, which may not be processed accurately by the AI. Further, recruiters always determine the selection of applicants for an interview with hiring managers and their teams. This may include additional information requests/ screening questions sent to applicants, which are always triggered and reviewed by recruiters. Likewise, decisions to ultimately hire successful candidates are always made by humans.

Should you wish to obtain more information about how your particular profile/ job application was processed using automation/ AI, please contact us as detailed in **Section 10**, providing your name, email address, and background to your request.

6. Where will my personal data be processed?

The Allianz Careers Portal, uses various data centers in an outside of the EU and the European Economic Area ("EEA"), using the Akamai IP assignment, which ensures connection to the most optimal data center, depending on the location of the user and internet traffic. As such, your personal data may be processed worldwide, both inside and outside of the EU and the EEA, by the parties specified above in Section 4. Please note that all countries, also within the EU or EEA, have different laws regarding the protection of personal data. When your personal data is transferred from your own country to another country, the laws and rules that protect your personal data in the country to which your information is transferred to may be different from those in your country and thus may provide a lower data protection standard.

If you are resident of the EU or EEA, whenever we transfer your personal data for processing outside of the EEA by another Allianz Group company, we will do so on the basis of the binding corporate rules (BCRs) of Allianz which establish adequate protection for personal data and are legally binding on Allianz Group companies. The public version of the BCRs and the list of Allianz Group companies that comply with them can be accessed [here](#).

Where the BCRs do not apply, we will instead take steps to ensure that the transfer of your personal data outside of the EEA receives an adequate level of protection as it does in the EEA. When data is transferred in such countries, we rely either on the decision of adequacy from the European Commission or Standard Contractual Clauses as published by the European Commission. For more information contact us as detailed in **Section 11**, or visit the respective Allianz company).

7. How do we protect your personal data?

Allianz maintains appropriate **technical and organizational security measures** designed to protect your personal data against accidental, unlawful or unauthorized destruction, loss, alteration, access, disclosure or use. All our employees and contractual partners are bound by confidentiality and may only process your personal data based on the "need-to-know" principle.

8. How long do we keep your personal data and how can you delete your own data?

We are committed to keeping your personal data no longer than necessary to fulfil the purposes the data was collected for or to fulfil our legal obligations. Therefore, your personal data will generally be deleted according to the following deletion rules:

- a) The personal data on your candidate profile will be deleted automatically after **six (6) months** of inactivity period from your last login date and in case that there are no active applications linked to your profile, unless you log in again. We will inform you after **five (5) months** of inactivity to give you the chance to prevent the deletion of your profile (should you decide to keep it);
- b) The personal data you shared with us via a Talent Community, the Chatbot, via one of our recruiters, or when signing up for our job alert service and personalized job recommendations (all known as Lead data) will also be deleted automatically after **six (6) months** since the profile creation (talent community, job alert service and job recommendations);
- c) The personal data included in the job applications will be deleted **six (6) months** after the last closure date of application, which applies in most countries Allianz operates in. This timeframe however may be different in certain countries due to specific local regulations, documented in the following link: [Data retention timeframes for Allianz companies;](#)

The link also provides the privacy notice of the respective Allianz Company in a given country. For further details regarding data retention and deletion, please contact the specified Data Protection Officer in the respective Allianz company;

- d) You also have the possibility to delete your profile and application data manually by following the below steps:
 - 1) Go to www.careers.allianz.com
 - 2) Log in to your profile by clicking on 'View profile' on the top right
 - 3) Use your credentials to log in (Email Address, Password)
 - 4) If you do not remember your password, please click on 'Forgot password'
 - 5) Once logged into your profile, click on 'Jobs Applied' dropdown menu and click on the respective application. In case you have active job applications, please refer to Step 6 to withdraw your applications. In case no applications are outstanding, please directly proceed to Step 7.
 - 6) Click on 'Withdraw Application' at the bottom of the page. Please follow same steps to withdraw all active applications
 - 7) Once logged into your profile, click on 'Options' from the menu on the top right and select 'Settings'
 - 8) Click on 'Delete Profile' at the bottom of the page
 - 9) After opting for manual deletion of your candidate profile, your applications will be automatically closed and your personal data will be deleted immediately. However, please note: your applications already closed in the past will be retained in the system as part of the job application (as described above in Point c) even after your personal data on your candidate profile have been deleted;
- e) In case you prefer that your data be deleted by Allianz upon your request, please contact our central Allianz Careers Portal team on privacy.talent@allianz.com.

9. What are your rights in respect of your personal data?

To the extent permitted by applicable data protection laws and regulations of the Allianz Company you have applied to, you have the right to:

- **Access** your personal data that you provided to us by using the Allianz Careers Portal or to request additional information including the origin of the data, the purposes and means of the processing, the details of the data controller(s), the data processor(s) and the parties to whom the data may be disclosed;
- **Update or correct** your personal data so that it is always accurate;
- **Delete** your personal data via the Allianz Careers Portal (see more information above in **Section 8** how to delete your personal data on your own), otherwise please contact privacy.talent@allianz.com to request the same);
- **Obtain** your personal data in an **electronic format** and/ or request to **transmit** this data to another party you nominate;
- **Restrict** the processing of your personal data in certain circumstances, for example, where you have contested the accuracy of your personal data, for the period enabling us to verify its accuracy;
- **Withdraw your consent** at any time with effect for the future, where your personal data is processed with your consent;
- **Request a review of our decision regarding your job application**, particularly given we use automation and Artificial Intelligence (AI) as part of our processing activities relating to your application.
- **File a complaint** with a competent data protection authority.

You may exercise these rights by contacting us as detailed in **Section 10** below, providing your name, email address, and purpose of your request.

Right to object

In the event and to the extent that we process your personal data based on our legitimate interests as mentioned in **Section 3**, you have the right to object to the processing on specific grounds relating to your particular situation. In such case we will no longer process your personal data unless we have compelling legitimate grounds for the processing which override your interests, rights and freedoms or for the establishment, exercise or defense of legal claims.

You may exercise these rights as far as this is possible directly through the Allianz Careers Portal or by contacting us via email at privacy.talent@allianz.com or as detailed in **Section 10** below, by providing your name, e-mail address and the purpose of your request.

If you have submitted your application to an Allianz Company, please contact this Company for further information on how to exercise your rights with regard to your personal data submitted to the Company (refer to the link: [Allianz companies](#)).

10. How can you contact us?

If you have any queries about this Privacy Statement or how we use your personal data in the context of the Allianz Careers Portal, you can contact our Allianz SE Group Chief Privacy Officer (GCPO) by email or post as indicated below. Please use the below postal address if you would like that your request/ documentation be received by GCPO personally.

Allianz SE
Group Chief Privacy Officer
Koeniginstrasse 28
80802 Munich
Germany
goodprivacy@allianz.com

You can also contact the responsible Privacy Contact Person of the Allianz Company you are applying to via the contact details provided on the respective Allianz Company's website (refer to the following link: [Allianz companies](#)).

11. How often is this notice updated?

We regularly review this privacy notice. We will ensure the most up to date version is published here. This privacy notice was last updated on 9 April 2025.

12. Companies using Allianz Recruiting System and complimentary local privacy notices

To access the complimentary local privacy notices of the respective Allianz Companies, please click on the respective link: [Allianz companies](#)